**An Assessment & Development Tool**

**for Disciple-makers**

Vibrant disciple-making movements require honest assessment of the health and growth of disciple-makers and their disciple-making efforts. This assessment tool is designed both for disciple-makers and for the pastors or other leaders who are mentoring them. This tool is adapted from a tool created for the Galilean Movement [https://galileanmovement.org]

***Introducing the Assessment Tool***

Where are you on your journey as a disciple-maker? This tool identifies seven areas of growth and maturity necessary for any disciple-maker…including you!

* **Character--** the heart, values, priorities, purity, and lifestyle of the disciple-maker
* **Relationships--** how the disciple-maker loves, leads, and serves in unity with others
* **Convictions--** the call, vision, passion, and beliefs of the disciple-maker
* **Competency/skill--**  the disciple-maker’s giftedness and capacity to disciple others
* **Leadership--** the disciple-maker’s maturity and ability to inspire & equip other disciple-makers
* **Knowledge--** the disciple-maker’s pursuit of wisdom, understanding, and truth
* **Intimacy with God--** the depth & vibrancy of the disciple-maker’s personal walk with God

Of course, each of us have reached different levels of growth and maturity as disciple-makers. We have articulated developmental benchmarks for each of these seven elements. These are intended to help you discern where you are at on your disciple-making journey.

* ***GAP*** – Identifies disciple-makers who are making progress, but not there yet. They have deficiencies and limitations that could impact their disciple-making potential.
* ***BASELINE*** – Identifies those who have become **Christlike disciple-makers** by demonstrating a growing maturity, conviction, and competence as disciple-makers.
* ***GOAL*** – Identifies those who have become **disciple-making leaders**. They demonstrate a deep conviction, competence, and capacity as a leader within a disciple-making movement.

Here’s an example of how this works:

**!--------------------------------------- YOUR *CHARACTER* -----------------------------------------!**

**GAP BASELINE GOAL**

|  |  |  |
| --- | --- | --- |
| Demonstrates areas of personal weakness that may cause harm through word or action; may lack humility, teachability, and self-awareness. | Aware of personal weaknesses, but demonstrates a teachable spirit, and is seeking to grow more fully into the likeness of Christ. | Evidences a deep and maturing character of Christ, full of love, humility, integrity, generosity, purity, and the fruit of Spirit. |

***How to Use this Assessment Tool***

This tool is designed to prompt a meaningful conversation between you, the disciple-maker, and your pastor/leader. Together, the two of you evaluate and then prepare a development plan for your continued journey as a disciple-maker.

1. Complete the assessment. Rate yourself on each of the seven growth areas, using the 9-point scale provided. Your pastor/leader will also rate you in the same way.
2. Then, begin the conversation. These discussions are intended to be *developmental*, that is, highly relational and encouraging.
3. Finally, agree upona development plan (see page 10) to help you continue growing as a disciple-maker.

If you don’t have a pastor or leader available, complete this assessment tool on your own. However, we encourage you to get input and perspectives from someone who knows you well.

Might the LORD use this assessment process in your life so that your disciple-making influence and impact grows, to the glory of God!

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| --- | --- | --- | --- |
| **Assessing Where You Are at Today as a Disciple-maker** | | | |
| **Disciple-maker** |  | **Date** |  |
| **Pastor/Leader** |  | **Date** |  |



**YOUR *CHARACTER***

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **The heart, values, passions, and purity of the disciple-maker** | Demonstrates areas of personal weakness that may cause harm through word or action; may lack humility, teachability, and self-awareness. | | | Aware of personal weaknesses, but demonstrates a teachable spirit, and is seeking to grow more fully into the likeness of Christ. | | | Evidences a deep and maturing character of Christ, full of love, humility, integrity, generosity, purity, and the fruit of Spirit. | | |
|  |  | | |  | | |  | | |
| **Self- Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *RELATIONSHIPS***



|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **How the disciple-maker loves, leads, and serves** | Struggles to maintain healthy relationships. Pride, anger or other works of the flesh damage relationships. As a leader, can be too harsh or too passive. | | | Has good relationships. Considered caring and trustworthy by others. Puts the needs of others first. Listens well and asks good questions. Shows some leadership abilities. | | | A servant-leader whom others willingly follow. Shows sacrificial love, humility, and patience. Gives God glory for all things. Takes responsibility for faults and failures. | | |
|  |  | | |  | | |  | | |
| **Self- Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *CONVICTIONS***



|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **The call, vision, and passion of the disciple-maker** | Wants to be a disciple-maker, but has a limited understanding what that means. Allows other priorities to crowd it out. | | | Has a burden to make disciples and gives it priority. Helps others become disciple-makers themselves. | | | Disciple-making is their passion and priority. Casts a compelling vision that draws others into a disciple-making movement. | | |
|  |  | | |  | | |  | | |
| **Self-Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *COMPETENCY/SKILL***



|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What the disciple-maker is able to do** | Imparts basic Bible knowledge and personal growth habits. Approach to disciple-making is either haphazard or overly scripted and programmatic. Provides little accountability. | | | Teaches and models the essential elements of being a faithful disciple of Christ. Uses discipleship materials that fit the needs of the disciple. Provides some accountability. | | | A highly relational, life-on-life disciple-maker. Develops unique plans for each disciple. Has a shepherd’s heart but also provides challenging assignments and high levels of accountability. | | |
|  |  | | |  | | |  | | |
| **Self- Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *LEADERSHIP***



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| **Demonstrated capacity of the disciple-maker** | Occasionally disciples someone, but those disciples do not become disciple-makers. Does not develop and maintain close friendships with past or present disciples. | | | Able to raise up other disciple-makers. Provides some coaching. Builds deep friendships with disciples. At any given time, is discipling 1 or more disciples. | | | Has developed generations of disciple-makers. Helps disciple-makers develop plans and then evaluate the effectiveness of their disciple-making efforts. | | |
|  |  | | |  | | |  | | |
| **Self- Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *KNOWLEDGE***



|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **What the disciple-maker knows and believes** | Reads God’s Word and believes that it is both inspired and without error. Can struggle to identify the main idea of a Biblical text. Can explain the gospel but is not confident in answering questions. | | | Loves God’s word and regularly reads and studies it. Able to explain basic teachings of the Bible and communicate the gospel clearly. Able to identify false teaching and refute error. | | | A life-long learner. Has a deep grasp of the Bible and a well-developed theology. Articulates the Bible’s teaching on disciple-making and spiritual generations. Explains the gospel with great clarity and passion. | | |
|  |  | | |  | | |  | | |
| **Self- Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *INTIMACY WITH GOD***



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| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Vibrancy of the disciple-maker’s walk with God** | Has experienced the joy of the Lord and wants more, but lacks discipline to regularly spend time with God and his Word. Only prays sporadically. Hesitant to share the gospel. Is not an active member of a local church. | | | Christ is Lord of her/his life. Has developed good habits, including prayer, Bible reading, and Scripture memory. Evidences the fruit of the Spirit. Shares the gospel regularly. Very active in their church. | | | Daily experiences joy-filled intimacy with God. Others clearly see their godliness and deep faith. Often prays and shares God’s Word. Gratitude and the fruit of the Spirit abounds. Is considered a leader at church, even without a title or position. | | |
|  |  | | |  | | |  | | |
| **Self- Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |
| **Pastor/Leader**  **Evaluation** | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ | ◯ |

**Comments**

**YOUR *DEVELOPMENT PLAN***

*Record a development plan below. List all agreed upon steps to continue the development of the disciple-maker:*

|  |  |
| --- | --- |
| Disciple-maker Signature: | Date: |
| Pastor/Leader Signature: | Date: |