



CMD 360-degree Feedback Report

For Sam Sampler

September 2017



CMD 360-degree Feedback Report

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Understanding Your Feedback Report

To the recipient of 360-degree feedback:

This document collates and summarises the 360-degree feedback provided by your responders, using charts and unstructured comments. It is organised under headings that represent competencies used within a variety of ministries.

It is intended that you work through this feedback with a coach, mentor or peer who will work with you to develop a Ministry Development Plan based on this feedback.

Headlines Section

The "Headlines" view displays how you were rated by all responders, for each heading in the questionnaire. Your self-ratings are provided for comparison.

Details Section

Here you can see the same headings in greater detail, showing how each category of responders replied. This information can inform you about how your ministry is viewed by different groups. It suggests how your style may change, depending on your context.

Headlines Section

The "Headlines" view displays how you were rated by all responders, for each heading in the questionnaire. Your self-ratings are provided for comparison.

Heading Pages

Zooming-in further, the following pages display your results and the MT&D group average for every question in each heading, plus verbatim comments from responders. Note that because each member of the MT&D group has different responders, the group average is indicative only.

Concluding Comments

Here you will find comments entered by responders at the conclusion of the questionnaire.

Highest/ Lowest Skills Summary

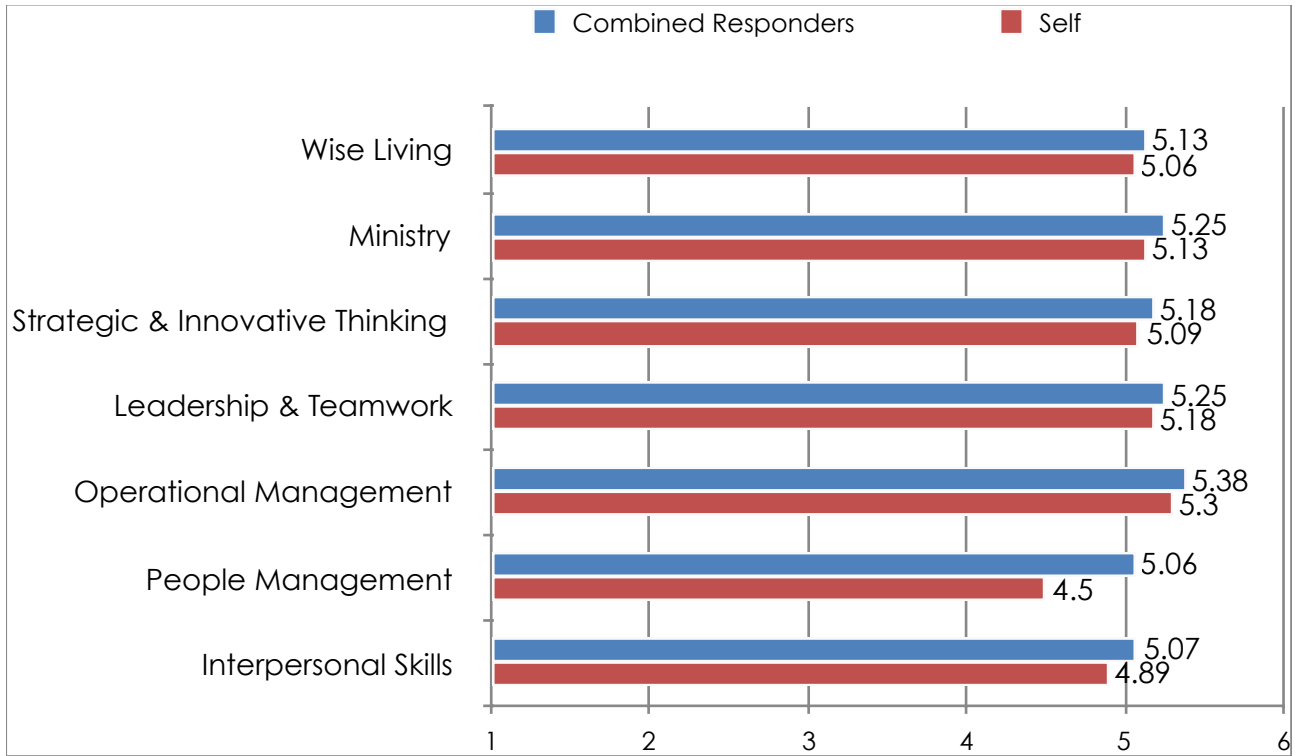
This section lists the skills you should maintain because they support your ministry, and those where you might consider taking development action.

Comparative Gap Summary

This section lists the skills that your responders have rated you higher or lower than that of the average of other responders for your MT&D group. Note that because each member of the group has different responders, this is indicative only.

1. Headlines

The average response by each area of combined respondents, and yourself, are shown below.

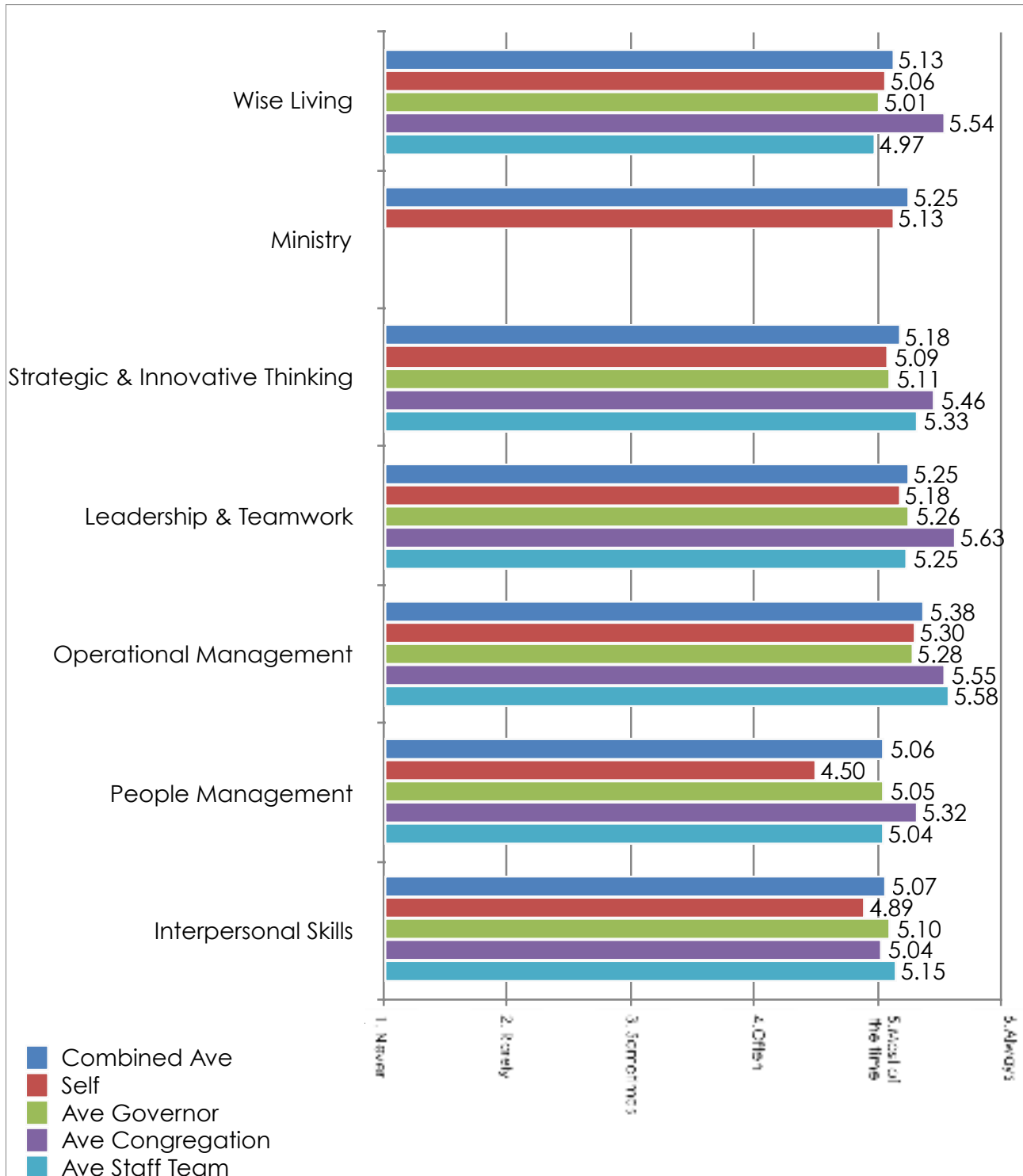


Key:

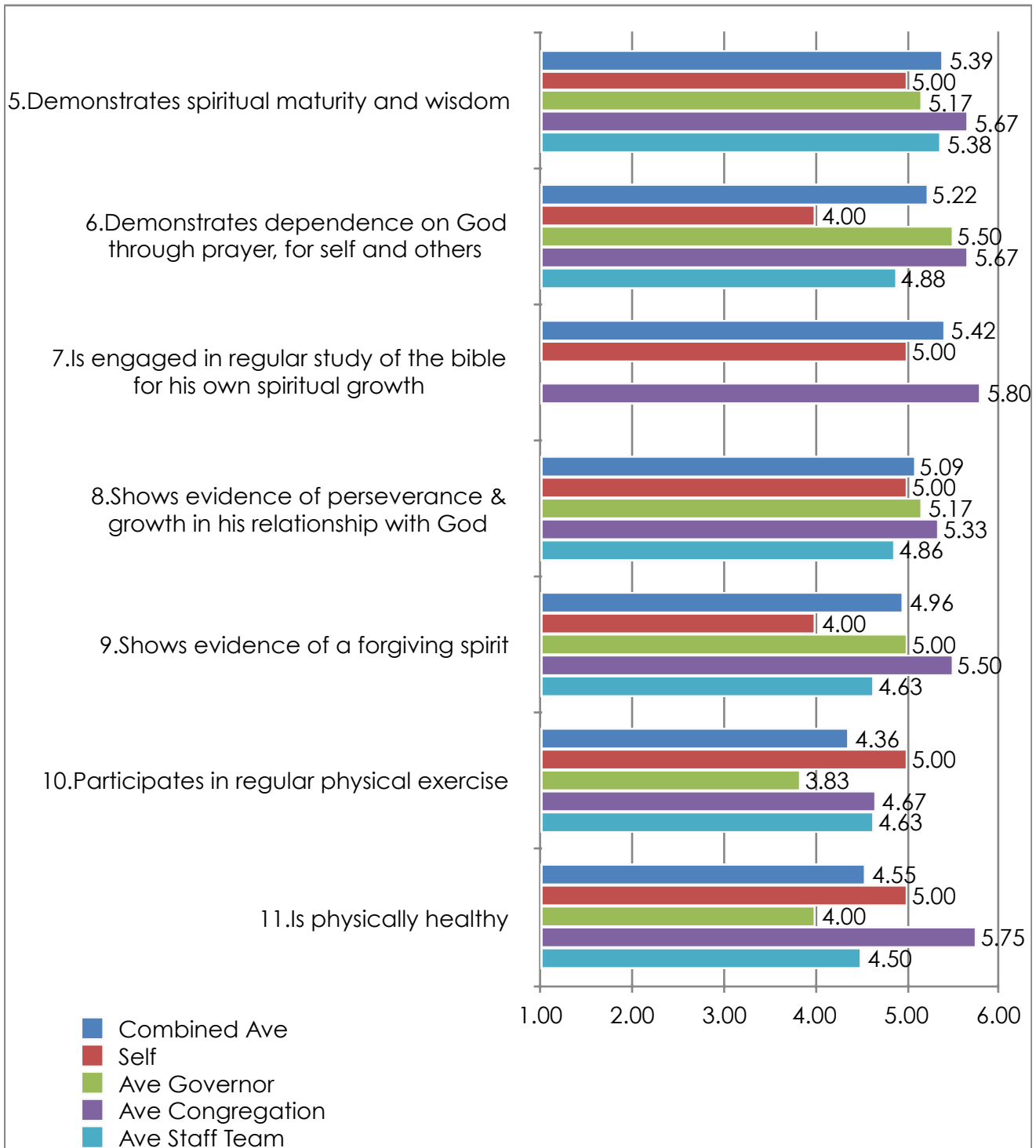
- 1. Never
- 2. Rarely
- 3. Sometimes
- 4. Often
- 5. Most of the time
- 6. Always

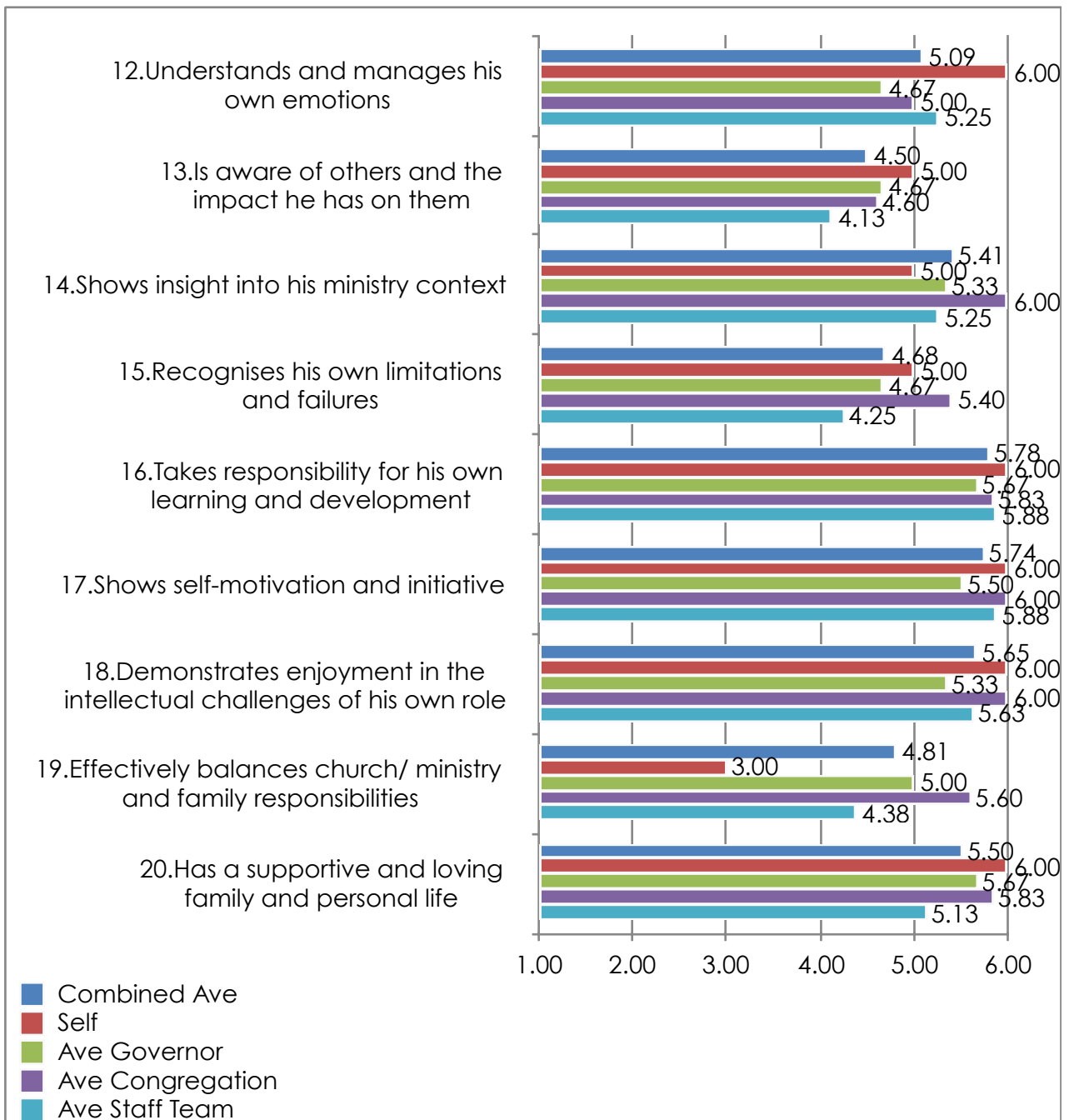
2. Detail

Average rating by area, by response group.



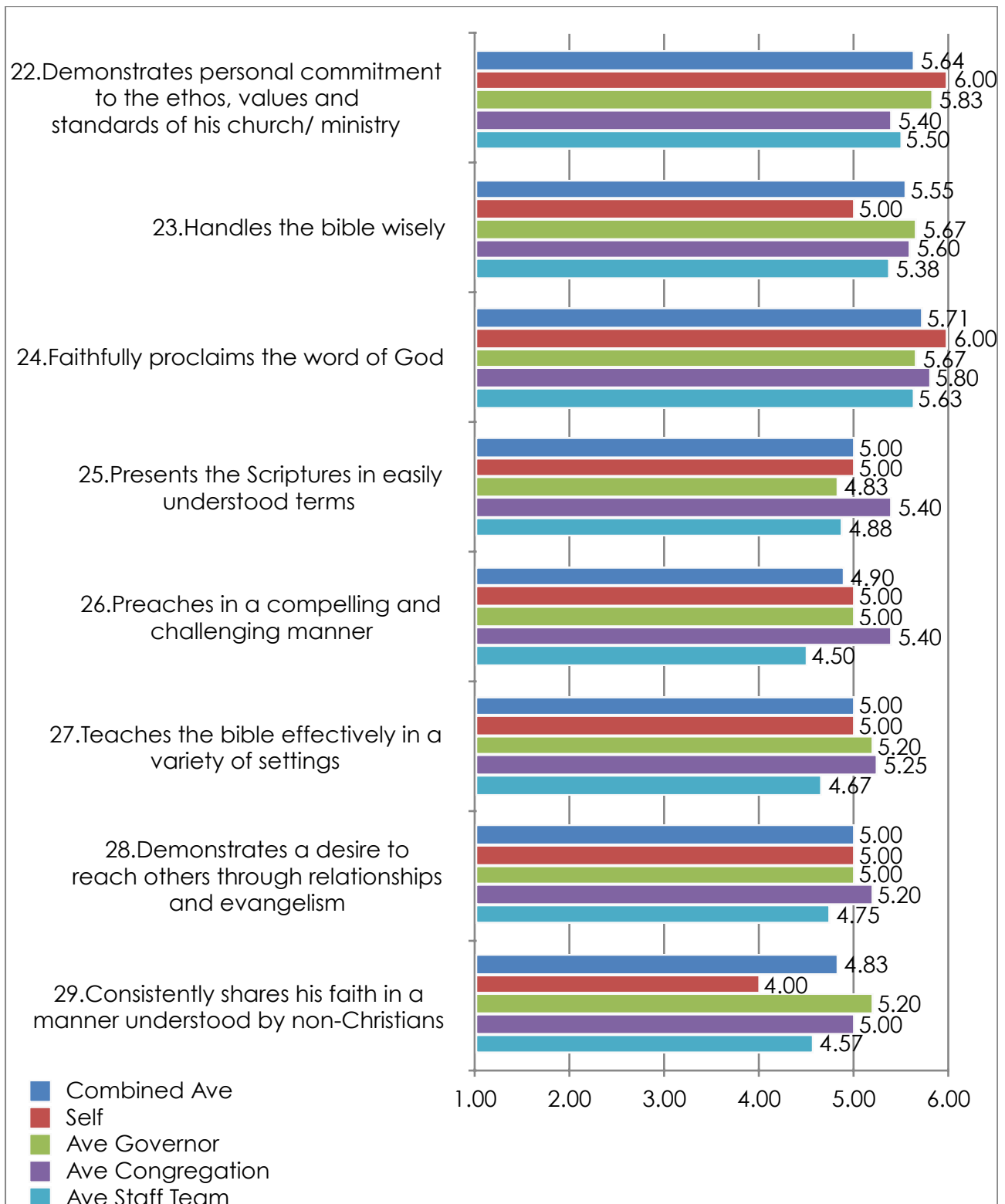
3. Area detail: Wise Living

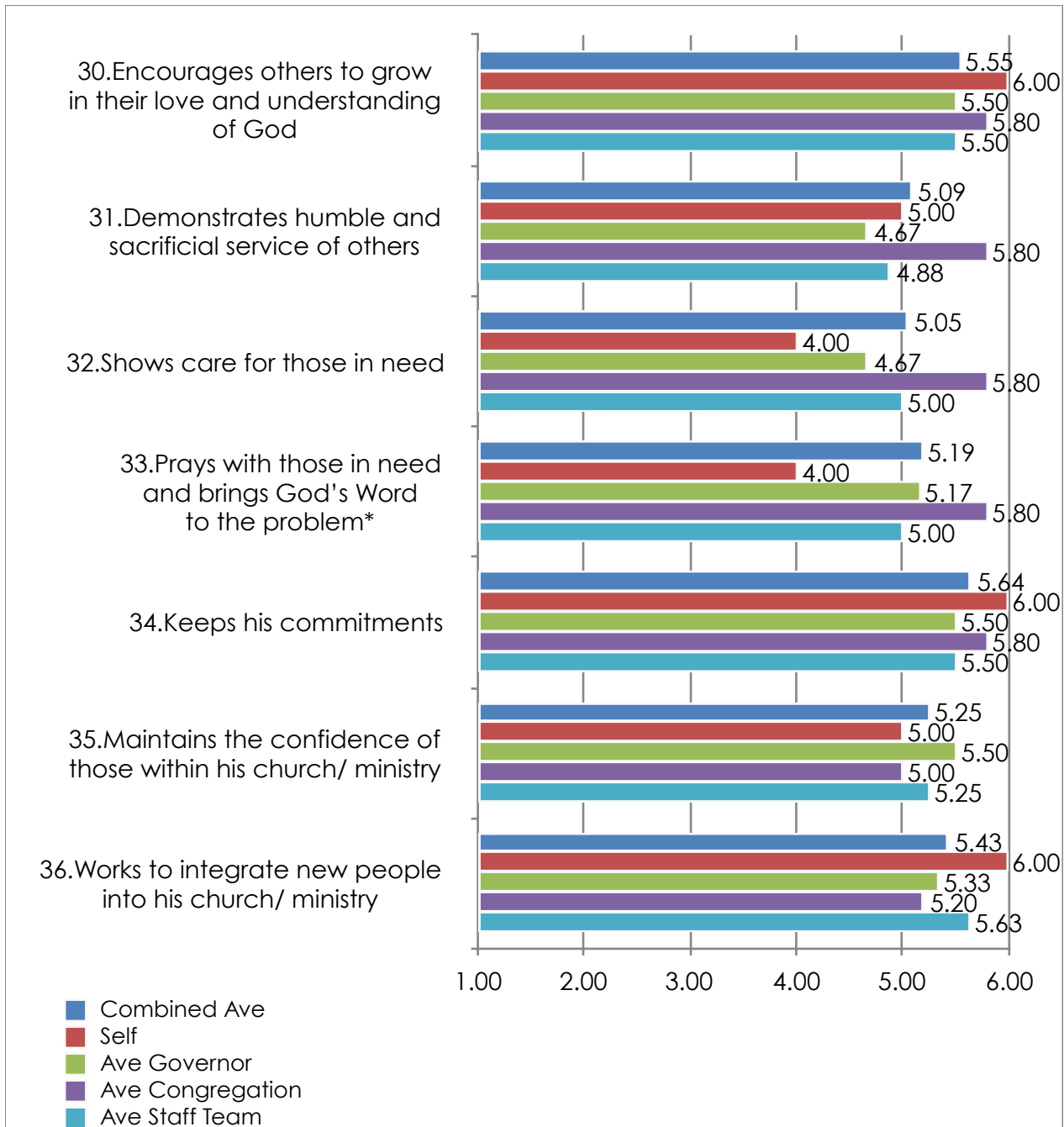




Comments on Wise Living
 "Balanced life"

4. Area detail: Ministry





Comments on Ministry

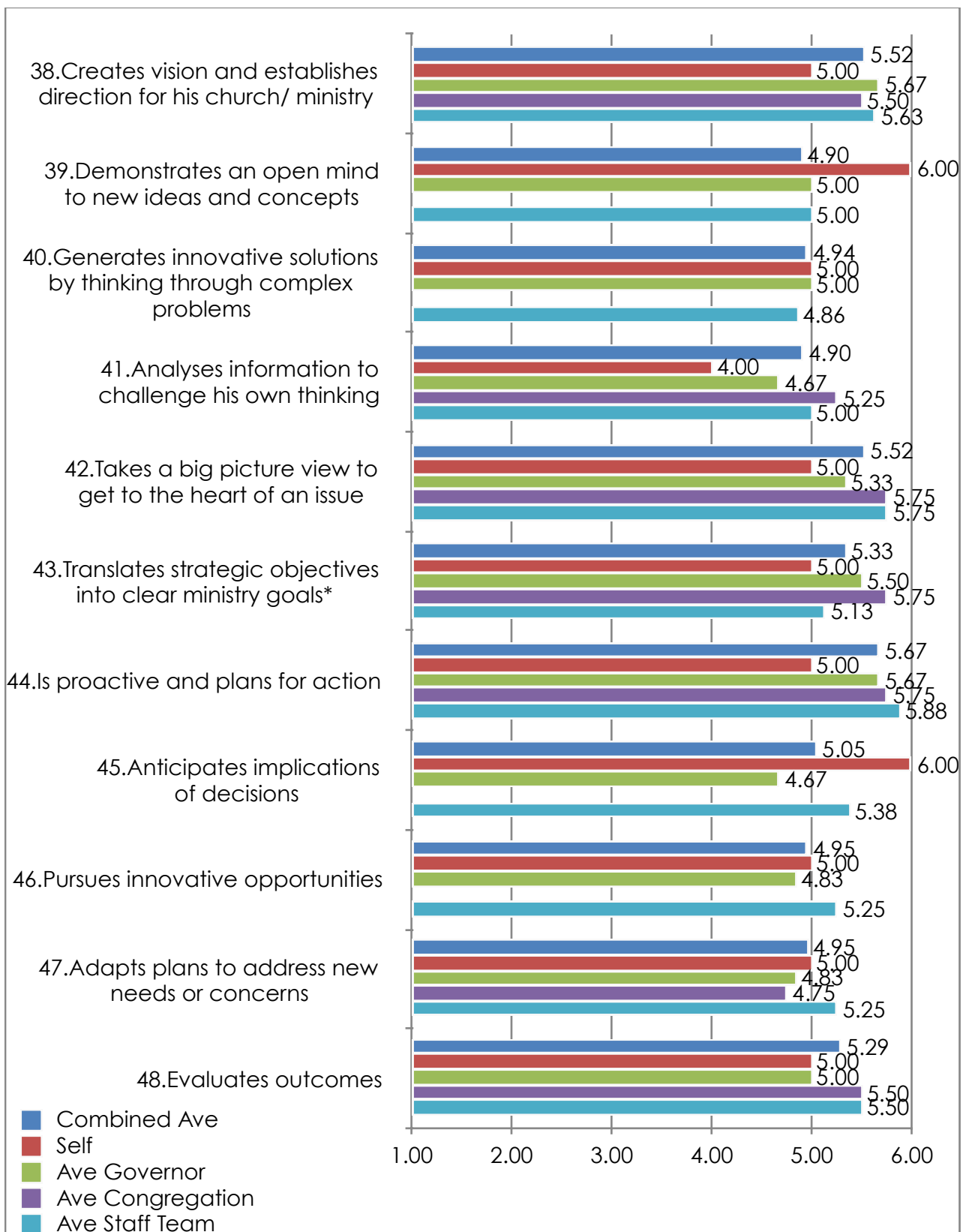
“Needs to do more personal evangelism”

“As far as I have observed, Sam has strong focus on including word and prayer in his ministry. I would encourage him to continue developing as a preacher of God's word.”

“Sam clearly loves God, knows the gospel and lives it out in ministry”

“Sam is a very strong and encouraging preacher, working hard to communicate the truths of the gospel to this community, both Christian and not. It is encouraging to hear him trying to share the gospel with non-Christians in whatever setting possible.”

5. Area detail: Strategy and Innovative Thinking

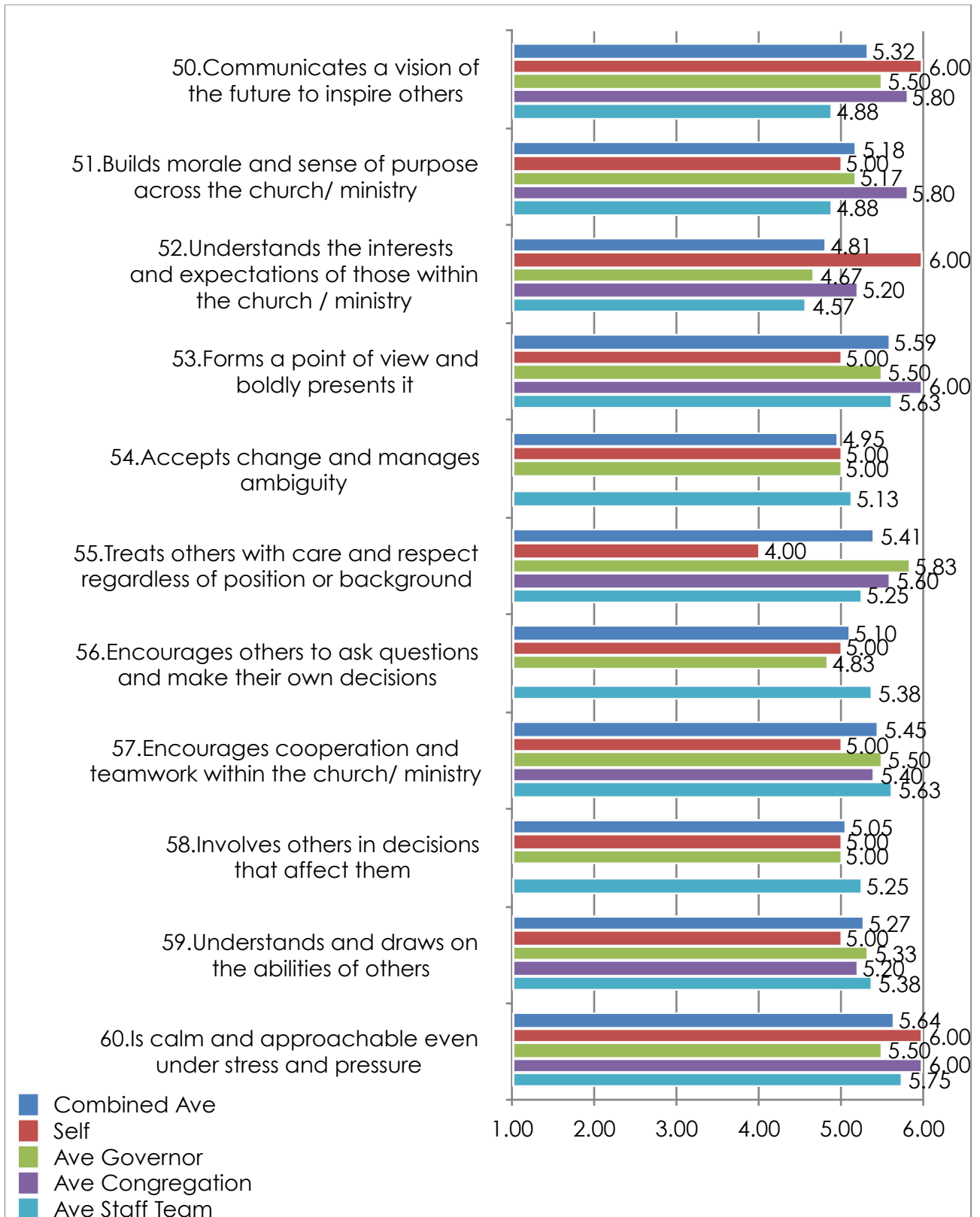


Comments on Strategic and Innovative Thinking

"This is a particular strength of Sam's"

"Sam is a strategic thinker and also planner. He analyses ministry needs and implements appropriate plans to meet those needs. "

6. Area detail: Leadership and Teamwork

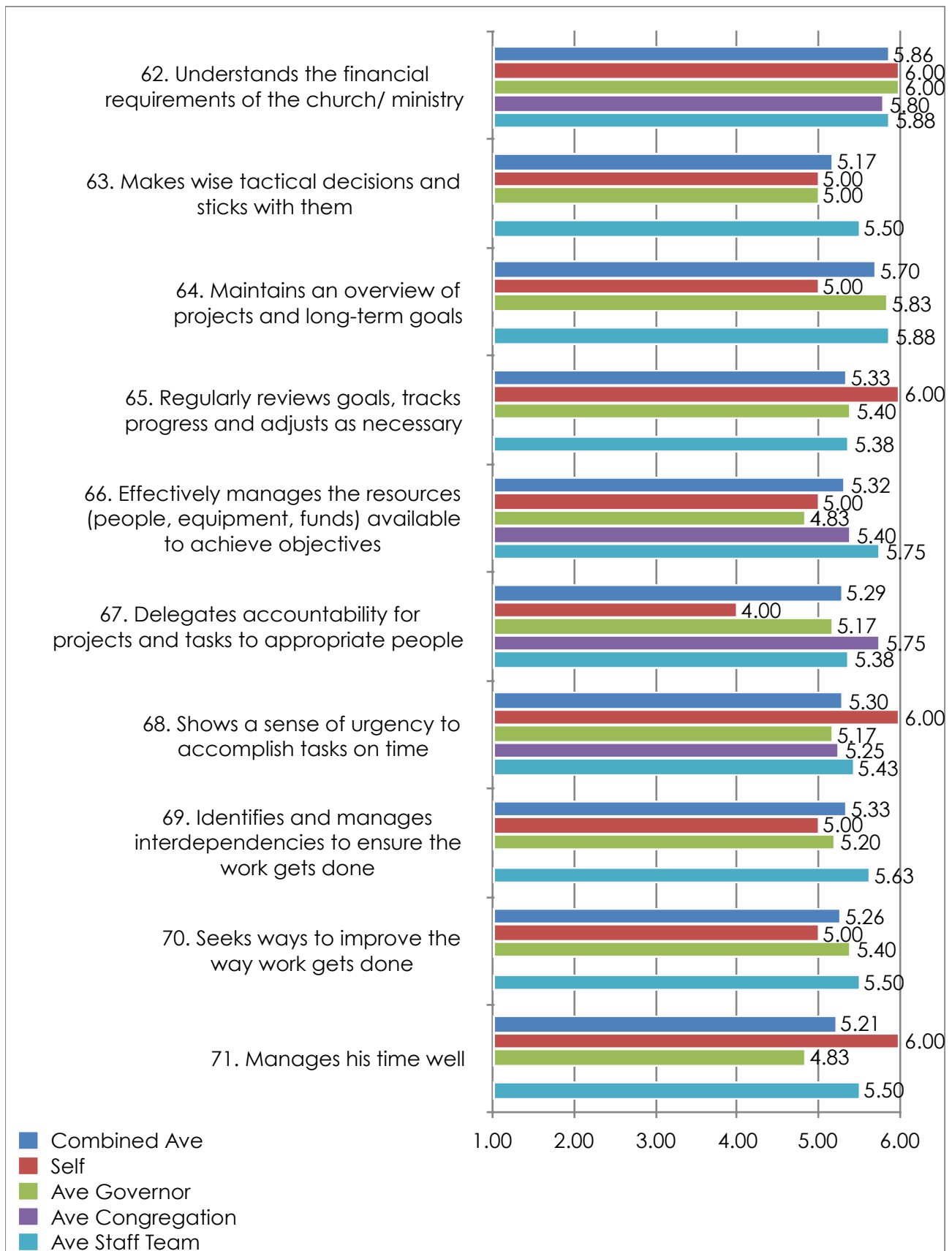


Comments on Leadership and Teamwork

"Sam is very consultative and respectful as a leader. He also understands the life-demands of his teams very well."

"Sam has good leadership skills and manages his teams well. He listens to opinions and clearly leads people with a clear vision. He is good at using people's individual skills in a way they can thrive and better the ministry."

7. Area detail: Operational Management

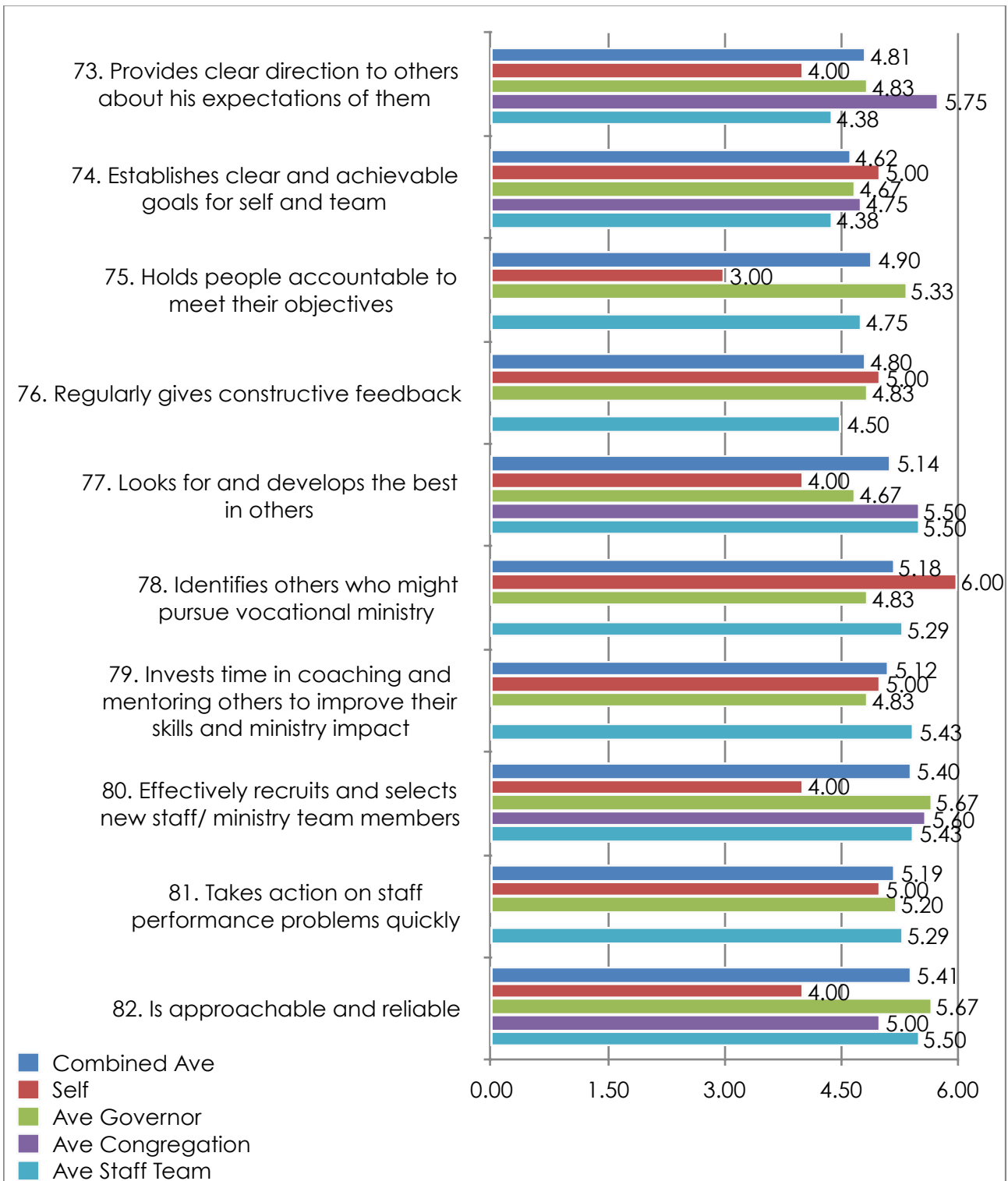


Comments on Operational Management (unedited and random)

“Sam works hard at having a good balance between family, life and ministry. He is able to be on top of the many responsibilities and tasks each week and completes them on time. He always responds to emails, calls, messages in a prompt manner and will be proactive in checking in on people he has delegated things to well before they are due. “

“Sam handles financial obligations, policies and procedures and protocols with professionalism. “

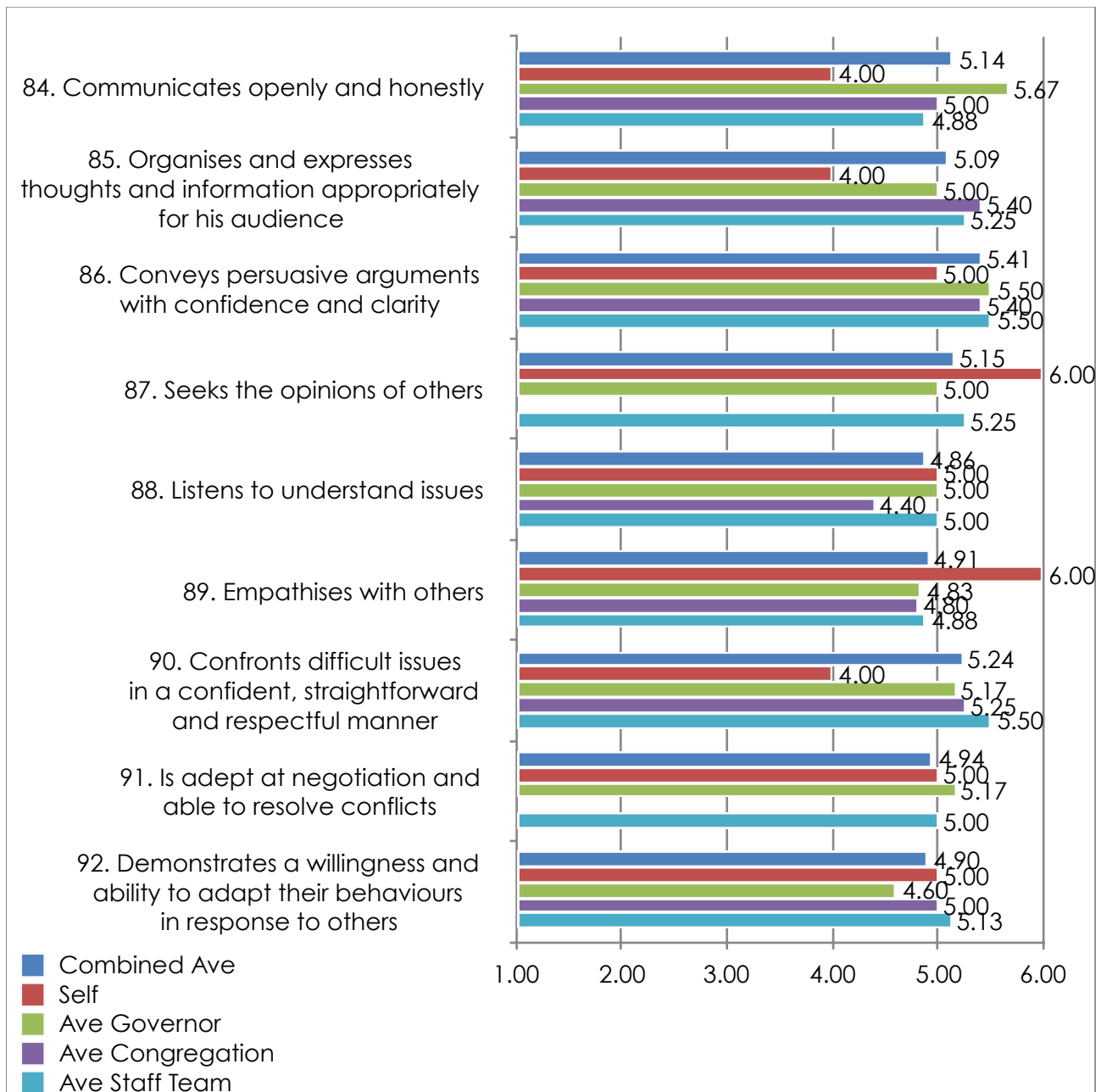
8. Area detail: People Management



Comments on People Management (unedited and random)

“Has good people management skills”

9. Area detail: Interpersonal Skills



Comments on Interpersonal Skills (unedited and random)

"Sam has excellent interpersonal skills and makes those around him feel welcomed and included. "

"Tends to assume understanding too quickly."

"I've seen Sam deal with conflict in a number of situations over the last few years. I think this is an area that he has grown in, but might be something worth keeping on the radar."

10. Summary Comments

"Sam is a great ministry leader, who is clearly invested in seeing our local community won for Christ."

"Sam is an asset to our church in his life and ministry, we are grateful to God for him!"

"He needs to be careful to not take too much on to prevent burnout"

"Sam is good with people, with theology and in showing initiative. I hope he continues to fan into flame the gifts God has given him to God's glory"

"Thank you for your faithful ministry"

11. Highest and lowest items

Highest items

Item	Ave	Area
62. Understands the financial requirements of the church/ ministry	5.86	Operational Management
16. Takes responsibility for his own learning and development	5.78	Wise Living
17. Shows self-motivation and initiative	5.74	Wise Living
24. Faithfully proclaims the word of God	5.71	Ministry
64. Maintains an overview of projects and long-term goals	5.70	Operational Management
44. Is proactive and plans for action	5.67	Strategic & Innovative Thinking

Lowest items

Item	Ave	Area
10. Participates in regular physical exercise	4.36	Wise Living
13. Is aware of others and the impact he has on them	4.5	Wise Living
11. Is physically healthy	4.55	Wise Living
74. Establishes clear and achievable goals for self and team	4.62	People Management
15. Recognises his own limitations and failures	4.68	Wise Living
76. Regularly gives constructive feedback	4.80	People Management

12. Comparative Gap Report

Most Positive Gap Scores	AVG	GRP	GAP
62. Understands the financial requirements of the church/ ministry	5.9	5.2	0.7
16. Takes responsibility for his own learning and development	5.8	5.2	0.6
17. Shows self-motivation and initiative	5.7	5.1	0.6
24. Faithfully proclaims the word of God	5.6	5.0	0.6
44. Is proactive and plans for action	5.7	5.2	0.5
Most Negative Gap Scores			
10. Participates in regular physical exercise	3.4	4.3	-0.9
13. Is aware of others and the impact he has on them	4.5	4.7	-0.2
74. Establishes clear and achievable goals for self and team	4.6	4.8	-0.2
15. Recognises his own limitations and failures	4.6	4.8	-0.2
76. Regularly gives constructive feedback	4.8	4.9	-0.1