



## CHECK YOUR CURRENT CULTURE

Rate what is true today, not what you hope will be true.

| IN OUR MINISTRY...                                                              | RARELY                   | SOMETIMES                | USUALLY                  | CONSISTENTLY             |
|---------------------------------------------------------------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| People receive meaningful feedback about their growth.                          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Meaningful conversations happen before there is a problem.                      | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| People feel safe talking about areas where they want to grow.                   | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Asking for help is viewed as a strength.                                        | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Leaders ask questions and listen rather than always providing answers.          | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Individual growth is connected to our ministry's mission.                       | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Our leaders have people intentionally challenging and encouraging their growth. | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Developing people is as intentional as accomplishing the work.                  | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Don't total a score. Look for patterns. Which statements feel healthy and established? Which ones made you hesitate?



### WHAT DID YOU NOTICE?

- Where are we already doing this well?  
\_\_\_\_\_
- Which statement made me hesitate?  
\_\_\_\_\_
- Where might we be relying on good people to grow on their own?  
\_\_\_\_\_
- Who is intentionally helping our leaders continue to grow?  
\_\_\_\_\_
- What does this tell me about our current culture?  
\_\_\_\_\_



### IF NOTHING CHANGED...

If nothing changed about the way we develop people, would we be satisfied with the culture it would produce five years from now?



### ONE QUESTION TO TAKE WITH YOU

Are we as intentional about growing our people as we are about growing our ministry?