



Leading Small Groups That Thrive

Supplemental Resource: Self Assessment

Directions:

- Rate your group on the five categories below, according to this scale:
SD=strongly disagree | D=disagree | N=neither disagree or agree | A=agree | SA=strongly agree
- See scoring key on the last page to see what next steps you might want to take.

1. Energize Your Group by Articulating Your Purpose	SD	D	N	A	SA
A. Our group's purpose paints a <i>clear</i> picture of the group's value to members and potential members, such that participating in the group is worth their time and energy.					
B. Our group's purpose is <i>compelling</i> , such that it addresses something that matters so much that members wouldn't miss a gathering unless they absolutely had to.					
C. Our group's purpose is so <i>challenging</i> that each member must meaningfully and consistently contribute to achieve the purpose.					
D. Our group's purpose is designed and articulated in such a way that accomplishing it helps members accomplish God's specific <i>calling</i> on their lives.					
E. Our group's purpose is <i>consistently-held</i> among members, such that each group member understands the group's purpose, articulates it similarly, and pursues it consistently.					
<i>Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.</i>	— x 1	— x 2	— x 3	— x 4	— x 5
Total: Your Group's Purpose _____ (sum) <i>For insights read/re-read chapter 4 of Leading Small Groups That Thrive.</i>	_____ + _____ + _____ + _____ + _____				
2. Set the Stage to Keep People Coming Back	SD	D	N	A	SA
A. Our group's purpose is connected to individuals' motivations to engage with the group.					
B. Our group has the right number of people to optimally pursue our group purpose.					
C. Our group meeting frequency and location/venue helps us to optimally pursue our group purpose.					
D. The way we spend our time in our meetings derives from our purpose as a group, and enables us to accomplish that purpose.					
E. Our group regularly reviews our group covenant (where we discuss our group's commitments and structures for gatherings and engagement) and amends it as necessary.					
<i>Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.</i>	— x 1	— x 2	— x 3	— x 4	— x 5
Total: Your Group's Structure _____ (sum) <i>For insights read/re-read chapter 5 of Leading Small Groups That Thrive.</i>	_____ + _____ + _____ + _____ + _____				

3. Cultivate Commitment through Shared Ownership	SD	D	N	A	SA
A. Our group leader invites group members to step into and manage logistical and leadership functions for the group.					
B. Group members are engaged in serving others inside and outside the group.					
C. Group members increasingly take on tasks and responsibilities based on their passions and giftings to share the load of leadership within the group.					
D. Group members are continually going further in depth and connection with one another.					
E. Our group leader and other group members regularly touch base with other group members in between our group gatherings.					
<i>Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.</i>	— x 1	— x 2	— x 3	— x 4	— x 5
Total: Your Group's Shared Ownership _____ (sum) For insights read/re-read chapter 6 of <i>Leading Small Groups That Thrive</i>.	_____ + _____ + _____ + _____ + _____				
4. Stimulate Meaningful Discussions	SD	D	N	A	SA
A. In our group discussions, we ask and engage with questions that demonstrate that we care for one another.					
B. Our group discussions move from intellectual remembering and understanding to life application and evaluation.					
C. Our group's seating arrangements or online group discussion practices are intentionally designed to help us to optimally pursue our group purpose.					
D. In our group, each person contributes to important discussions, such that no one (including the group's designated leader) dominates or squelches discussion.					
E. When our group gets (problematically) off-topic, we refocus the conversation and get back to pursuing our purpose.					
<i>Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.</i>	— x 1	— x 2	— x 3	— x 4	— x 5
Total: Your Group's Discussions _____ (sum) For insights read/re-read chapter 7 of <i>Leading Small Groups That Thrive</i>.	_____ + _____ + _____ + _____ + _____				
5. Engage Difficult Conversations without Destroying Your Group	SD	D	N	A	SA
A. We've established group ground rules about speaking the truth in love and hold one another accountable to live into them.					
B. When conflict arises in our group, we don't run away from it, but lean in and try to turn it into something productive for individuals' growth and the group's health.					
C. We participate in honest self-reflection individually and as a group.					
D. We plan in advance for tension and conflict and discuss how we'll address it so that we're prepared when those challenges come.					
E. We seek to change our problematic group behaviors (like dominating discussions) when we notice them.					
<i>Scoring: Count the number of tally marks in each column, and multiply them by the number in this row. Then add up each column. See scoring key below.</i>	— x 1	— x 2	— x 3	— x 4	— x 5
Total: Your Group's Engagement with Tension _____ (sum) For insights read/re-read chapter 8 of <i>Leading Small Groups That Thrive</i>.	_____ + _____ + _____ + _____ + _____				

Scoring:

For each of the five assessment sections, calculate your score. If your whole group has taken the assessment, average your section scores.

If your various section scores are:

- **20-25 – Your group is showing great strength.** Discuss your strengths to learn why you're "winning" in this area, and identify how you can keep it going. Then discuss your strengths with your ministry leader or coach so that you can share what you've learned with other groups in your church/organization.
- **16-20 – You've got a lot of good things going for you here, but could likely make a few simple tweaks to take your group's performance to the next level.** Engage a conversation on how you can make a good thing a great thing. Look at the tips at the end of each chapter in *Leading Small Groups That Thrive* to make each of the shifts in the group season your group is in.
- **11-15 – It's time for an honest conversation about what's working and what's not.** Either your group members don't have enough data to make an informed decision, your group members disagree on how well you're your group is doing, or you're doing well in some areas but poorly in others.
- **6-10 – You've got work to do.** Likely you have a bright spot or two in the mix, but some significant areas to shore up so that your group can truly thrive. If you haven't already, grab a copy of *Leading Small Groups That Thrive*, and then work through it with your pastor, ministry leader or coach.

Need More Help? Go to thrivinggroups.com information on coaching and consulting from the book's authors. They have years of experience working with leaders, pastors and ministry staff, and would be happy to help your group(s) learn to thrive.

