

DISCIPLINES 3 & 4

ASSESSMENT

Once your team has answered the 6 clarity questions, it's time to over-communicate and reinforce your clarity throughout parish leadership. Answer the questions below honestly to determine areas of strength and improvement.

Discipline 3: Over-communicate Clarity

- T/F** 1. Staff and volunteer leaders know the clarity questions and utilize them in their work.
- T/F** 2. Our PLT and Staff regularly review clarity questions at the start of meetings.
- T/F** 3. Our Pastor and PLT regularly remind people about clarity.
- T/F** 4. Our PLT highlights clarity through multiple mediums
(meetings, emails, story-telling, one on ones, etc).
- T/F** 5. We regularly celebrate staff members and volunteers who are living out our clarity.
- T/F** 6. Staff and key volunteers have clarity on what is most important for the parish right now and their part to play in it.

Discipline 4: Reinforce Clarity

- T/F** 7. When hiring or recruiting volunteers, we intentionally look for someone who matches our clarity.
- T/F** 8. Every member of our staff is actively managed towards improvement in core values.
- T/F** 9. If someone is not operating according to our clarity, they are given the coaching and support they need to be successful.
- T/F** 10. If someone is unable or unwilling to live out our clarity, they are managed out.
- T/F** 11. When staff make decisions, they consult question 4: How will we succeed?
- T/F** 12. When determining raises or promotions, we consult our clarity to evaluate someone's contributions.

Give yourself one point for each true statement. The maximum score is 12/12. **Total Score:** _____

DISCUSSION

1. What do you notice about your results?
2. What ideas and commitments can your team make to fill the gaps you have identified?

[illegible]