

Lay Leadership Quick Assessment

Free | About 10 minutes | Complete on your own

Instructions: Read each statement and circle or write the number that best describes you. 1 = Not at all like me, 5 = Exactly like me. Answer honestly - there are no right or wrong answers.

Heart Motivation, integrity, teachability, spirit-dependence	1 Not me	2	3 Some-times	4	5 Exactly me
1. I serve because I genuinely care about people, not to be recognized.	☐	☐	☐	☐	☐
2. I do what I say I will do, even when it is inconvenient.	☐	☐	☐	☐	☐
3. I welcome feedback and am willing to change how I do things.	☐	☐	☐	☐	☐
4. I regularly pray and seek God's guidance before making decisions.	☐	☐	☐	☐	☐
Heart score (add your numbers) = _____					

Head Wisdom, discernment, judgment, learning agility	1 Not me	2	3 Some-times	4	5 Exactly me
5. I think through consequences before acting on a decision.	☐	☐	☐	☐	☐
6. I can tell the difference between urgent and important priorities.	☐	☐	☐	☐	☐
7. I learn from mistakes and adjust my approach accordingly.	☐	☐	☐	☐	☐
8. I seek out information and perspectives before forming an opinion.	☐	☐	☐	☐	☐
Head score (add your numbers) = _____					

Hands Communication, conflict resolution, decision-making, organizational skills	1 Not me	2	3 Some-times	4	5 Exactly me
9. I communicate clearly and check that others have understood me.	☐	☐	☐	☐	☐
10. I address conflict directly and respectfully rather than avoiding it.	☐	☐	☐	☐	☐
11. I make decisions in a reasonable time without needing all the information.	☐	☐	☐	☐	☐
12. I follow through on tasks and keep others informed of my progress.	☐	☐	☐	☐	☐
Hands score (add your numbers) = _____					

Horizon Vision casting, multiplier mindset, entrepreneurial spirit	1 Not me	2	3 Some-times	4	5 Exactly me
13. I can describe a preferred future and help others see it.	☐	☐	☐	☐	☐
14. I look for ways to involve and develop others rather than doing everything myself.	☐	☐	☐	☐	☐
15. I am willing to try new approaches even when the outcome is uncertain.	☐	☐	☐	☐	☐
Horizon score (add your numbers) = _____					

Score Summary

Category	Your Score	Range	Level
Heart	_____	4-20	_____
Head	_____	4-20	_____
Hands	_____	4-20	_____
Horizon	_____	3-15	_____

Interpretation and Next Steps

Scoring Rules: High = 16-20 (Heart/Head/Hands) or 12-15 (Horizon) | Medium = 11-15 (Heart/Head/Hands) or 8-11 (Horizon) | Low = 4-10 (Heart/Head/Hands) or 3-7 (Horizon)

Ties: Use all tied categories for growth area recommendations. Similar scores (all within 3 points): Recommend balanced development across all areas.

What Your Scores Mean

Category	High	Medium	Low
Heart 16-20 / 11-15 / 4-10	Motivated by genuine care. Integrity and teachability make you someone people trust.	Solid foundation. Grow in consistency under pressure or openness to feedback.	Most important area. Leadership built on anything other than character will not last.
Head 16-20 / 11-15 / 4-10	Think clearly, learn quickly. Others turn to you for perspective and judgment.	Good instincts. Develop more systematic approaches to decisions and discernment.	Focus on judgment and learning agility. Seek a mentor to think through decisions.
Hands 16-20 / 11-15 / 4-10	Effective at communicating, resolving conflict, and following through.	Functional skills with gaps. Identify which skill is most limiting and focus there.	Practical skills can be learned. The Six Development Sessions are designed for this.
Horizon 12-15 / 8-11 / 3-7	Naturally think about the future and multiply impact through others.	Can see the bigger picture but may default to doing. Ask: who else could do this?	Vision develops with experience. Focus on Heart, Head, and Hands first.

Your Three Recommended Growth Areas

Based on your lowest scores, write your three growth areas below. If scores are tied, list all tied categories. If all scores are within 3 points of each other, focus on balanced development across all areas.

1. _____
2. _____
3. _____

Next Step: Identify and develop leaders in your church.

Use the free Potential Leader Identification Worksheet to observe, evaluate, and invite someone into a ministry role.

ministryplace.net/potential-leader-identification-worksheet