



Scoring for Pastor and Leaders Readiness Assessments

A. Pastor Readiness Assessment Scoring and Interpretation

The Pastor Readiness Assessment has 8 sections:

1. Recognizing Need for Change
2. Presence of Internal Conflicts
3. Need for External Focus
4. Vision Casting
5. Embracing the Leadership Role
6. Personal Commitment to Change
7. Openness to Pastoral Role Changes
8. Accountability

Each section has several questions. In total across all sections, there are 33 questions.

A “Final Total” score may be computed as an overall indication of a Pastor’s readiness to embark on a transformation to missional focus and congregational comeback.

The “Final Total” is the simple addition of 4 “page totals.” The page totals need to be computed first and recorded at the bottom of each page of the questionnaire. Each page total is simply the addition of all the numbers on that page. Once the 4 page totals have been computed and recorded, write them all in one place on the very last line of the very last page. A labeled blank exists there for each page total, as shown below:

Page 1 Total _____ *Page 2 Total* _____ *Page 3 Total* _____ *Page 4 Total* _____

It is good to double check these four numbers against the originals to make sure you have recorded them accurately. Once the page totals have been accurately recorded, you now simply add them together to compute the “Final Total.” There is a blank for this at the left side, of the last line, of the last page:

_____ *Final Total*

Finally, interpret this Final Total by comparing it to the following guidelines:

If the Final Total is between 33 and 165, the pastor probably is not ready to undertake what will be required. Smaller totals mean less readiness.



If the Final Total is between 165 and 264, the pastor is moderately ready to undertake what will be required. Totals closer to 264 mean more readiness.

If the Final Total is between 264 and 330, the pastor is very ready to undertake what will be required. Larger totals mean more readiness.

B. Leader Readiness Assessment Scoring and Interpretation

The Leader Readiness Assessment has 6 sections:

1. Recognizing Need for Change
2. Presence of Internal Conflicts
3. Openness to External Focus
4. Openness to Follow Pastor's Lead
5. Confidence in Pastor to Lead Change
6. Openness to Leadership Changes

Each section has several questions. In total across all sections, there are 23 questions.

A "Final Total" score may be computed as an overall indication of each leader's readiness to engage in transformation to missional focus and congregational comeback.

The "Final Total" is the simple addition of 3 "page totals." The page totals need to be computed first and recorded at the bottom of each page of the questionnaire. Each page total is simply the addition of all the numbers on that page. Once the 3 page totals have been computed and recorded, write them all in one place on the very last line of the very last page. A labeled blank exists there for each page total, as shown below:

Page 1 Total _____ *Page 2 Total* _____ *Page 3 Total* _____

It is good to double check these three numbers against the originals to make sure you have recorded them accurately. Once the page totals have been accurately recorded, you now simply add them together to compute the "Final Total." There is a blank for this at the left side, of the last line, of the last page:

_____ *Final Total*

Finally, interpret this Final Total by comparing it to the following guidelines:

If the Final Total is between 23 and 115, the leader probably is not ready to undertake what will be required. Smaller totals mean less readiness.

If the Final Total is between 115 and 184, the leader is moderately ready to undertake what will be required. Totals closer to 184 mean more readiness.

If the Final Total is between 184 and 230, the leader is very ready to undertake what will be required. Larger totals mean more readiness.

NOTE: If several leaders are surveyed, an "Average Final Total" can be computed. Simply add up all leader scores, and divide by the number of leaders. This "Average Final Total" indicates collective leadership readiness. The same interpretive thresholds may be used (23 - 155 = not ready, 115 - 184 = moderately ready, 184 - 230 = very ready).