



This appraisal form will be used by the DSD for leadership evaluation of the Impact Ministry, for the Spiritual Theology classes small group grading, and must be discussed with the student assessed for his/her personal development.

**Appraisal by IMPACT Leader**  
(semester  year )

Person being assessed: \_\_\_\_\_ Apprentice:  - yes

IMPACT Leader: \_\_\_\_\_

Identify three positive qualities or strengths of the group member being assessed, and explain why you chose that quality as a strength, perhaps especially in the context of the group relationships or his or her contribution to the group.

[If you need examples of healthy qualities to consider see the reverse of this page. As well, if you are familiar with spiritual gifts you may alternatively wish to identify what gifts you would affirm in this student's life.]

1.

2.

3.

Now identify areas you feel were weaknesses for this student, especially as relate to group contribution.

1.

2.

*Note: This appraisal form does not affect the grade of the person being assessed. **Complete reverse side of this form.***

Are there any character qualities you would like to affirm or encourage growth in?

**CHECKING PERCEPTIONS:** *I have discussed this appraisal with the person being assessed.* - yes - no  
*After discussing your opinions noted in this appraisal with the student, what changes would you make or comments would you add to the above appraisal?*

<i>Qualities to consider</i>
<b>Good Attitude:</b> (e.g. enthusiastically involved in the relationships, purpose, and process of the group.)
<b>Faithfulness:</b> (e.g. on time for meetings, does things when he/she says he/she will)
<b>Teachable:</b> (e.g. willing to learn new things, teachable spirit, willing to enter into growth processes)
<b>Responsible:</b> (e.g. willingly committed and faithful in tasks to help the leadership and the group)
<b>Involved:</b> (e.g. actively participated in discussion and activities of the group.)
<b>Caring:</b> (e.g. wholeheartedly helped in making the group a Christ centred community of support for faith, exhibited "one another" care for others, and displayed a proper attitude to others)
<b>Respectful:</b> (e.g. demonstrated submission to, support of, and proper attitude toward leadership of the group)
<b>Trustworthy:</b> (e.g. kept confidences of things shared in the group, guarded safety of the members of the group so that they could share deep things)
<b>Prayerful:</b> (e.g. prayed for and with the group, shared prayer burdens with others and carried prayer burdens of others)
<b>Friendliness:</b> (e.g. amiable, able to develop deep relationships, authentic, good listener, communicates well)
<b>Accountable:</b> (e.g. participated in group and partner accountability, made himself/herself accountable, responsible to hold others accountable and care-front as is biblically appropriate)
<b>Exemplary:</b> (e.g. set a good example of authentic Christian living, evident personal passion to grow in Christ, example of following the Community Covenant)
<b>Encouraging:</b> (e.g. encourages others, not criticizing, positive language)
<b>Team Player:</b> (e.g. worked well with others, served, communicated well, and contributed to the overall purpose of the group.)
<b>If this person was your apprentice you may want to consider the following as well:</b>
<b>Authority:</b> (e.g. appropriately used authority in leading; appropriate structure and control within the group)
<b>Leadership:</b> (e.g. members were willing to follow, earned respect)

**After you discuss this form please give it to your DSD**

*Note: This appraisal form does not affect the grade of the person being assessed.*