



Personalized Leadership Feedback For John Doe



Understanding Your Feedback

The LPLI covers a variety of different indicators of effectiveness in ministry. Each indicator is assessed on a seven-point frequency scale. A higher numerical score indicates that you exhibit the trait more frequently, a lower score, less frequently.

This feedback presents your self assessment alongside the average of the input provided by your observers for each category, area or indicator. This allows you to compare how you see your own strengths and weaknesses with how they are seen by others. It can inform a more realistic self-perception and identify hidden blind spots or unrecognized areas of strength. To preserve the anonymity of your observers, their scores are provided only as an average.

To help put these scores in a larger context, you can also see how your self scores and observer scores compare to the average scores for all past LPLI participants — referred to below as the "LPLI Average." (If no LPLI averages are shown for a particular indicator or area, it means there is not yet enough data on this measure to generate a meaningful average.)

Comparing your self and observer scores with the LPLI Averages provides a helpful perspective because LPLI scores tend to skew toward the high end of the scale. So differences that might seem slight — for example between a score of 6.1 and 6.4 on a 7 point scale — can actually be significant. It's helpful to take the time to look for meaning in differences that might at first glance seem subtle.

As you receive this feedback, try to keep an open mind and avoid reacting emotionally. Remember, every individual brings different gifts to the practice of ministry. The purpose of this feedback is to help you identify patterns of strengths and weaknesses in your practice of ministry so that you can grow in effectiveness and improve over time.

You can proceed through the various elements of your feedback using the navigation menu and diagram on right side bar. The print version has all charts under the Details heading.



Lewis Pastoral Leadership Inventory (LPLI)
John Doe
Completed: 08/10/2016

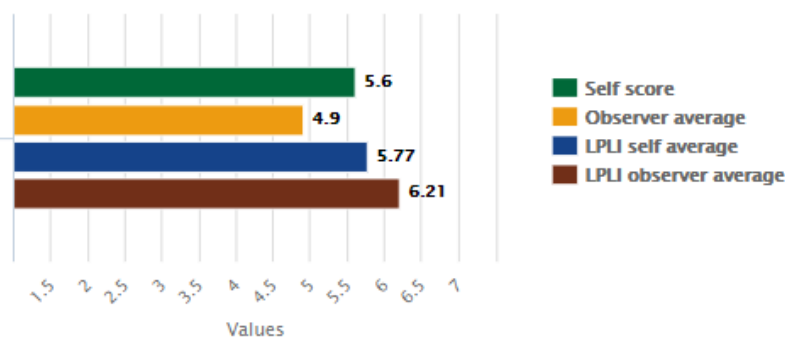
Overall Score

To get an overall sense of how you see your own effectiveness and how it is seen by your observers, look first at the average when scores for all the indicators of effectiveness are combined.

On the chart below, and all the charts that follow, the green bar represents how you appraised yourself. The gold bar is the average of your observer's scores. The blue bar is the average of all the pastors who have participated in the LPLI in the past. And the red bar is an average of the observer scores of all past participants. These indicators help you see your scores in a larger context.

Overall Score

1-Never, 2-Seldom, 3-Sporadically, 4-Sometimes, 5-Often, 6-Usually, 7-Always



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If your observer score is higher, it means that, on average, they assess your effectiveness more favorably than you do. If your self score is higher, you think you're doing a better job overall than others do. In general, when self scores and observer scores are in close alignment, it's an indication of self awareness on the part of the leader.

Leadership as Character, Competence, and Contribution

In developing the LPLI, the Lewis Center for Church Leadership analyzed the content of descriptions of pastoral effectiveness developed independently by many church leadership bodies, seeking to identify the elements almost always present in such descriptions. This content analysis pointed to three broad categories that capture the elements of pastoral effectiveness:

Character — Who a leader is

Competency — What a leader knows and does in the diverse areas of pastoral ministry

Contribution — What a leader accomplishes to advance the mission of making new disciples, fostering spiritual growth, and serving the world.

Your LPLI feedback is organized to give attention to these three categories of leadership effectiveness. To get an overall sense of your effectiveness across the category of character, competence, and contribution, look first at the overall average of scores when all the character indicators are combined.

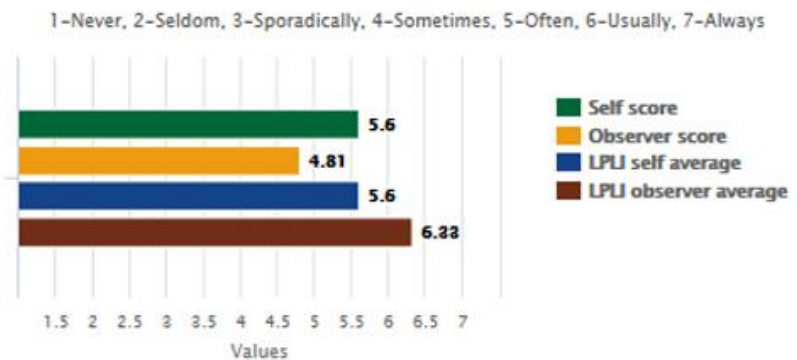


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Character — Who a Leader Is

The first category has to do with character, or who the pastoral leader is as a person. We know today that no matter how gifted pastors are or how knowledgeable, in the end they can only be effective pastoral leaders if they are people of character — people that others can look to with trust and see as spiritual leaders.

Character

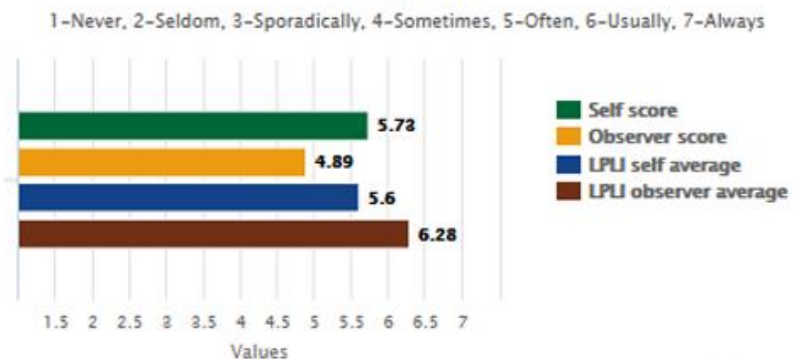


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Competence — What a Leader Knows and Does

The second category deals with competence or what leaders know, what they do, and how they function. This is the largest category in the LPLI because clergy are expected to know and do a myriad of things well.

Competence

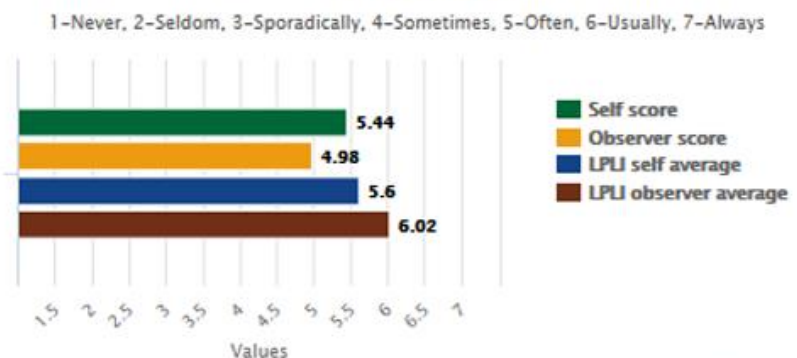


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Contribution — What a Leader Accomplishes

The third category is contribution. If character refers to who the leader is, and competence to what the leader does, contribution refers to what the leader accomplishes. In biblical language, we talk about this as *fruitfulness* or the *fruits of ministry*.

Contribution



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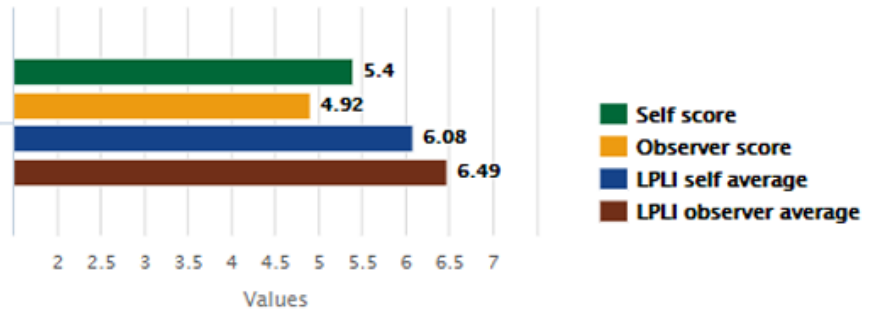
LPLI's 75 indicators are organized into 15 areas of effectiveness, each comprised of 5 specific indicators. Each of the 15 areas of effectiveness relates to one of the three broad categories – Character, Competence, and Contribution. The sample feedback below displays indicators relate to Spiritual Authenticity, one of the areas of effectiveness in Character category.



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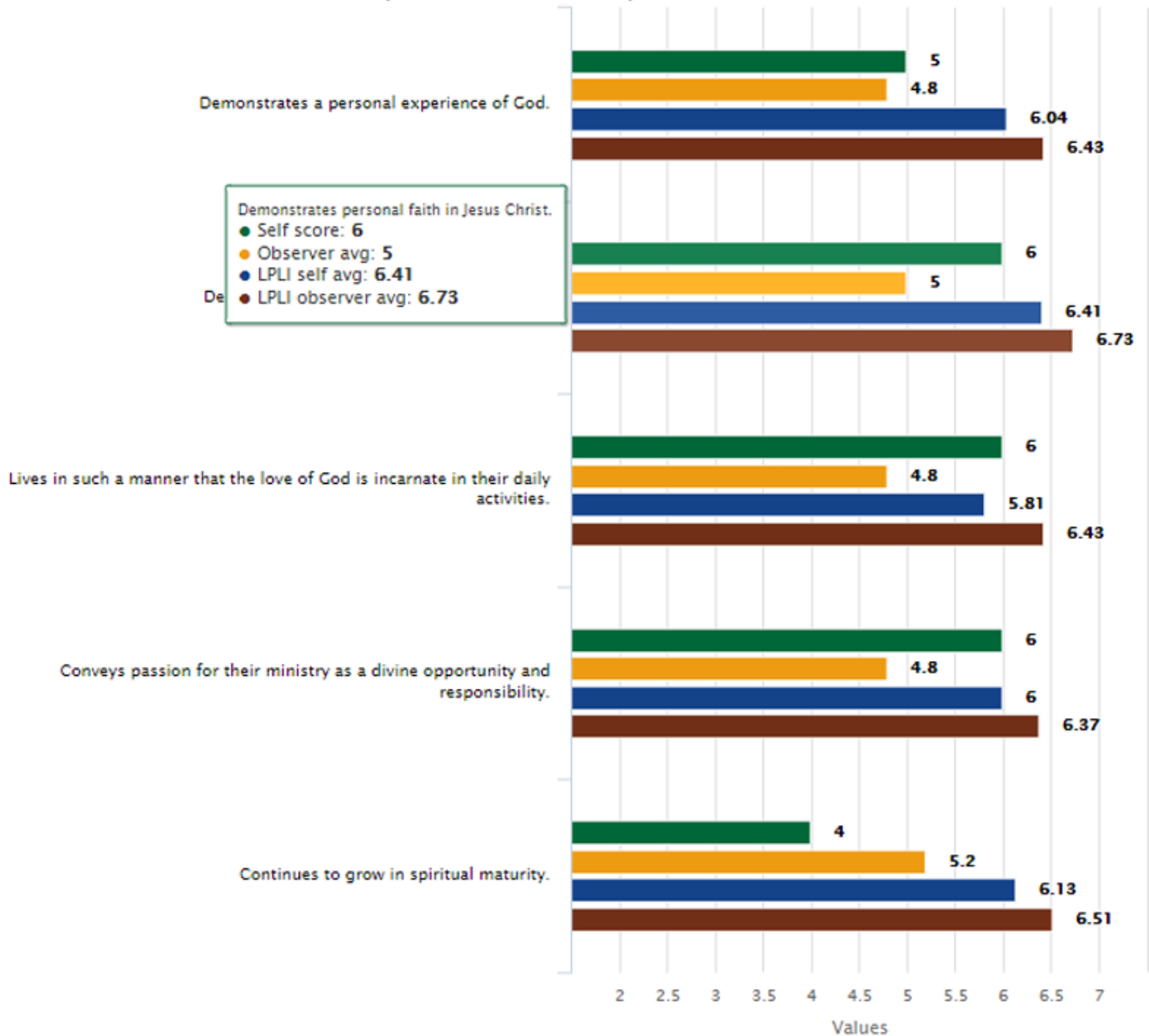
**Character:
Spiritual Authenticity**

Comparison of Averages



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Spiritual Authenticity Indicators



High and Low Scores and Greatest Difference Between Self and Observer Scores

Some of your strengths are likely to be reflected in the areas where your scores were highest. The first list displays indicators of leadership effectiveness where you gave yourself the highest scores. Notice how your observers' scores compare to your own in these measures of effectiveness. The next list displays the highest-scored indicators of leadership effectiveness based on the average of your observers' input. After reviewing these, take a moment to compare the top ten indicators based on your self-assessment with the top ten based on your observers' input. How similar are the lists?

Some of your weaknesses are likely to be reflected in the areas where your scores were lowest. The list of indicators of leadership effectiveness displays the lowest scores you gave yourself. Note how your observers' scores compare to your own in these measures of effectiveness. The final list displays the lowest-scored indicators of leadership effectiveness based on the average of your observers' input. After reviewing these, take a moment to compare the low scoring indicators based on your self-assessment with the low scoring indicators based on your observers' input. How similar are the lists? Items on both lists are likely to be areas of weakness that need shoring up.

You will find some of the most helpful clues for leadership development in the places where your self-perception differs from that of your observers. Knowing where others see your performance differently than you do informs a more reliable self-image. And it helps you deal with others in ways that acknowledge their perceptions.

This section of your Personal Leadership Profile Report shows the indicators where there is the greatest variance between the scores you gave yourself and the scores your observers gave you. The first chart shows the indicators where your self-scores were most significantly greater than your observers scores — in other words, where you think you are doing better than your observers think you are. And the second chart show indicators where your self-scores were most significantly lower than your observers scores — in other words, where your observers think you are doing better than you think you do. Note: It's possible that you may have indicators in only one of these two categories.

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Ten Highest-scoring Indicators Based on Your Self Assessment

Self Score	LPLI Self	Obs. Average	LPLI Obs.
6	5.96	5.20	6.13
5	6.51	5.20	6.76
6	6.14	5.20	6.60
6	6.06	5.20	
6	6.41	5.20	
5	5.17		
5	5.81		
6	5.34		
5	4.97		
5	5.93		

Ten Highest-scoring Indicators Based on Your Observers' Assessments

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6	5.96	5.20	6.13
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5	5.81		
6	5.34		
5	4.97		
5	5.93		

Ten Lowest-scoring Indicators Based on Your Self Assessment

Self Score	LPLI Self	Obs. Average	LPLI Obs.
6	5.96	5.20	6.13
5	6.51	5.20	6.76
6	6.14	5.20	6.60
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Greatest Difference Between Your Scores and Observer Scores

Self Score is Lower than Observer Score

Self Score is Higher than Observer Score

1.	2.40 higher	Professional Judgement: Speaks positively about the denomination and encourages support.
2.	2.00 higher	Self Awareness: Seeks and receives feedback to improve.