

**Virginia Baptist Mission Board
Personnel Self-Evaluation
Kingdom Advance First Year Midpoint**

Name

Signature _____

Supervisor

Signature _____

Date of Conversation

For the best results this evaluation form should be viewed in the "Print Layout" view.

This evaluation form is based on the criteria by which the staff of the Virginia Baptist Mission Board was called to be a part of the Kingdom Advance team. The four questions asked of all interviewees related to their *fit* for the position being considered, their *fire* or passion for the position, their ability to be *flexible* in their work, and what their *faith* was saying to them regarding Kingdom Advance. Additionally, Kingdom Advance places a very high value on the ability of Virginia Baptist Mission Board staff to *partner* with others to accomplish Kingdom Advance goals. Forming the basis of each staff member's call to his/her staff position, these Kingdom Advance principles provide the best tool for evaluating all staff members on a fair and consistent basis.

Please answer each of the following questions in the space provided by clicking on the box to begin typing. After responding to each question, score yourself for the area (1 to 10) according to the definitions below. After completing this evaluation form, send an electronic version to your supervisor for his or her input regarding the questions. After both parties complete the written portion of this evaluation, an appointment should be made to discuss the answers. Both the supervisor and supervisee should sign and date the evaluation at the end of their conversation. The supervisor should retain the original copy and provide copies to the supervisee, the appropriate Assistant Executive Director, and the Treasurer.

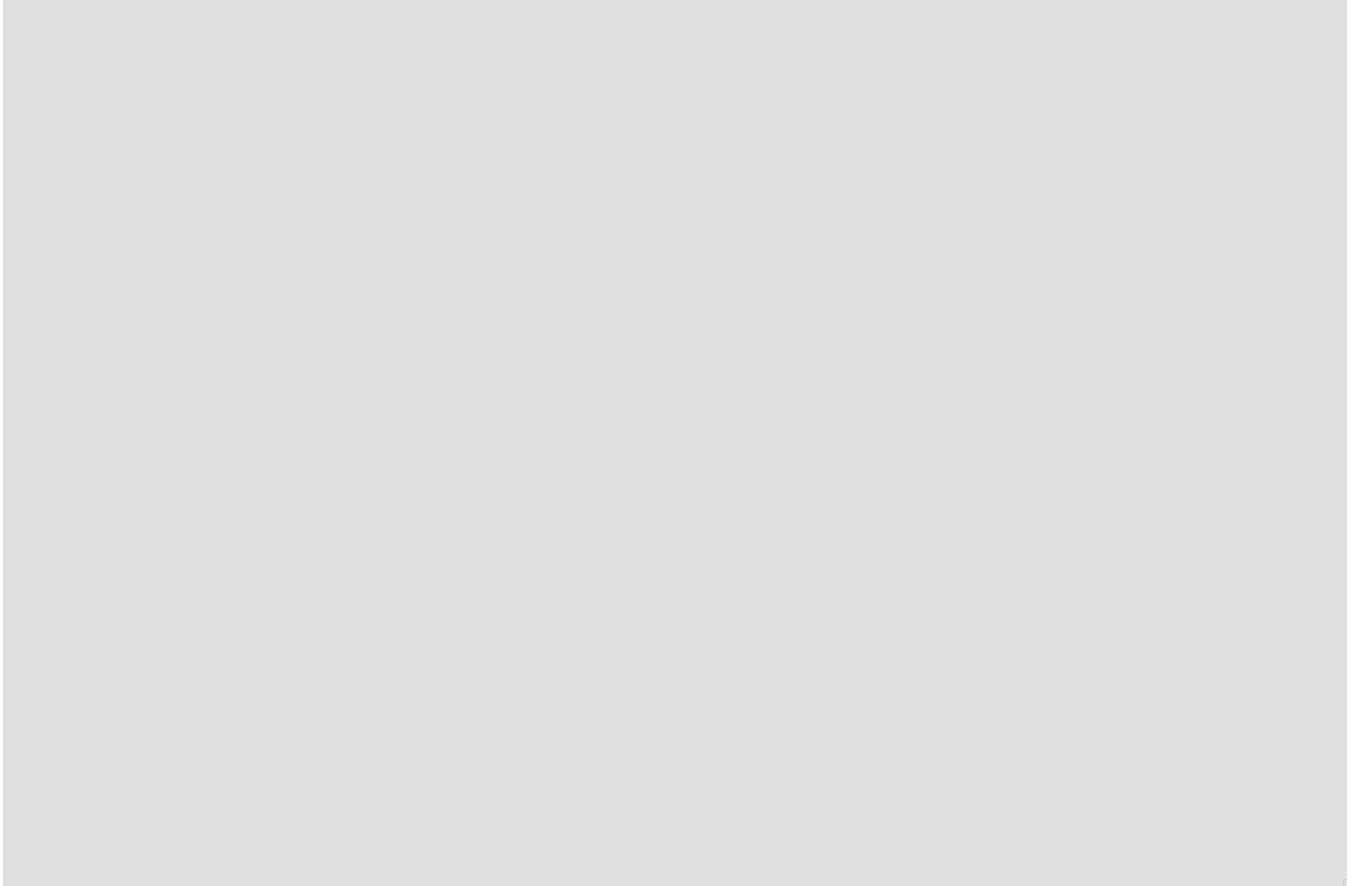
Definition of scoring:

- | | |
|---------|---|
| 9 or 10 | Performance is exceptional in all related areas and is recognized as being far superior to others. |
| 7 or 8 | Results clearly exceed expectations in most related areas. Performance is of a high quality and is achieved on a consistent basis. |
| 5 or 6 | Supervisee exhibits a competent and dependable level of performance. Meets, but does not exceed standards in related areas. |
| 3 or 4 | Performance is deficient in some related areas. A plan of remedial action is necessary to address deficiencies in a timely manner. |
| 1 or 2 | Performance is unacceptable in some or all related areas and requires significant improvement. Immediate improvement based on a specific plan of remedial action is necessary to avoid dismissal. |

How's your call fitting? Are you fulfilling your call description effectively? Explain the areas in which you have performed at your peak. Explain the areas where the fit has not been as good. End by describing how you are blending your call with the call of others on your team.

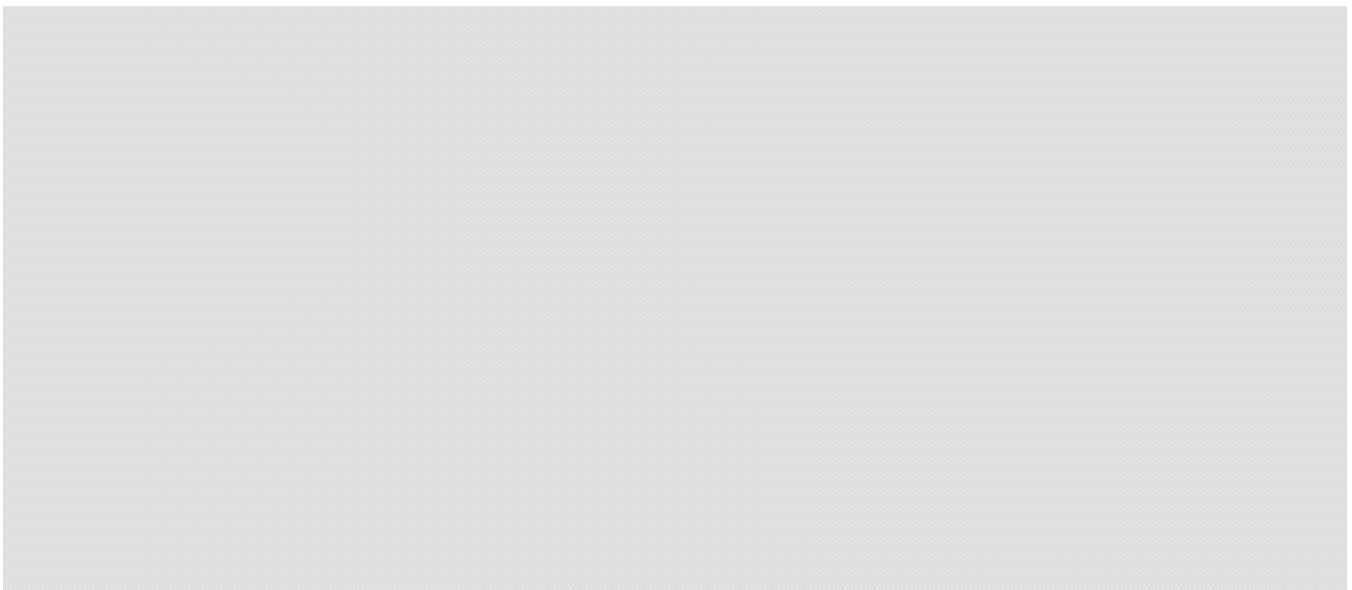
Supervisees' response:

Score:

A large, empty gray rectangular area intended for the supervisees' response to the question.

Supervisor's response:

Score:

A large, empty gray rectangular area intended for the supervisor's response to the question.

How's the fire burning? Do you feel a sense of excitement about your work? Describe an event, consultation, or service where you were able to extend your excitement to the individual(s) and/or church(es) involved. Describe an occasion where you tried to get excited or tried to get others excited, but failed. End by describing how you bring your sense of excitement to the work of your team.

Supervisees' response:

Score:

Supervisor's response:

Score:

How's your flexibility? Name at least two things you are doing now that you never did before. What new skills have you learned in your new role? Where are the areas that you need to grow and stretch the most? End by describing where you were able to meet a team or Board need by being flexible in your work assignment.

Supervisees' response:

Score:

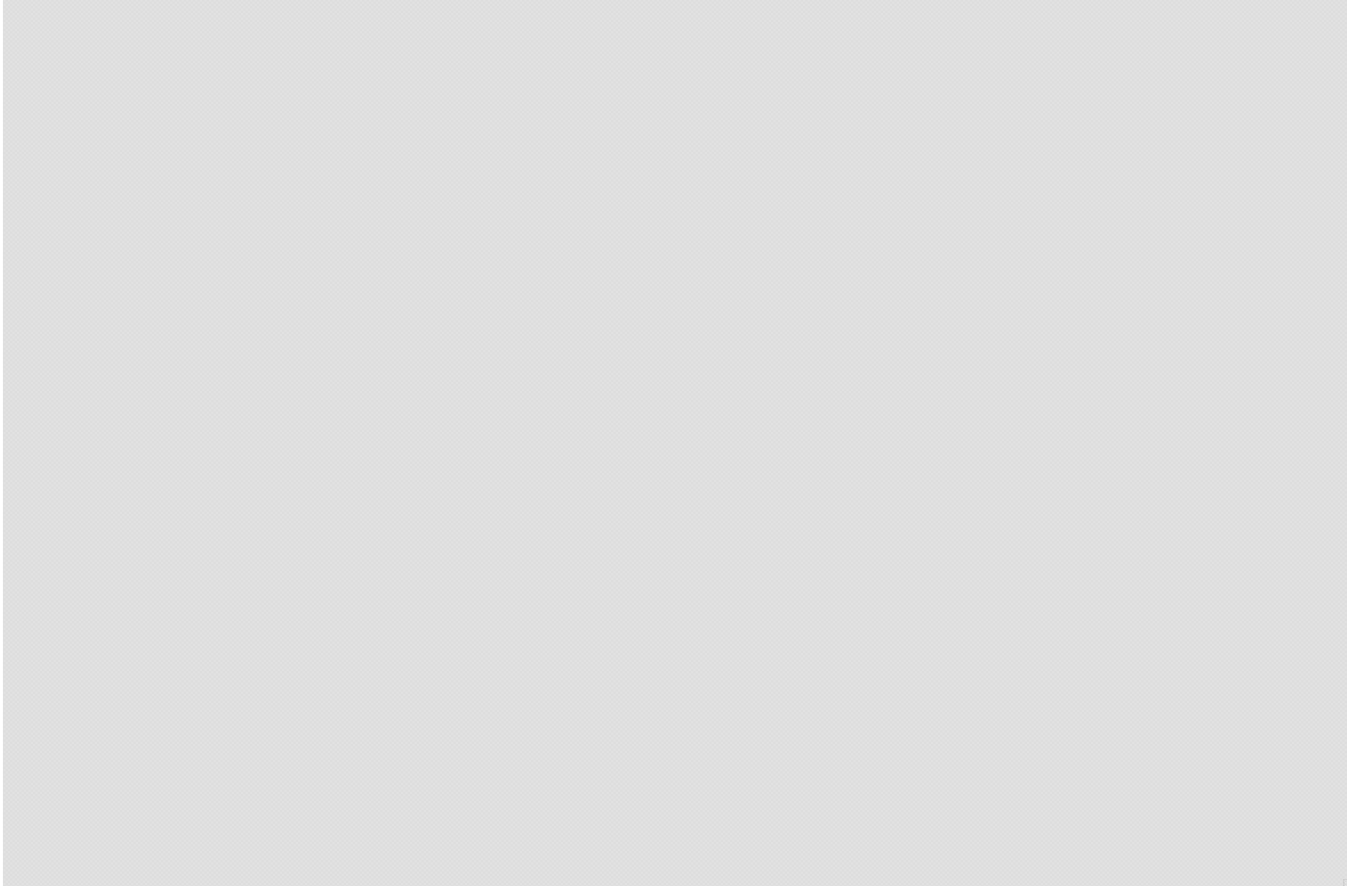
Supervisor's response:

Score:

How's partnering going? Explain at least two ways in which you are partnering with other VBMB teams, our churches, our associations, our state ministry partners, our national ministry partners, and/or our international ministry partners. What has been your greatest partnering success?

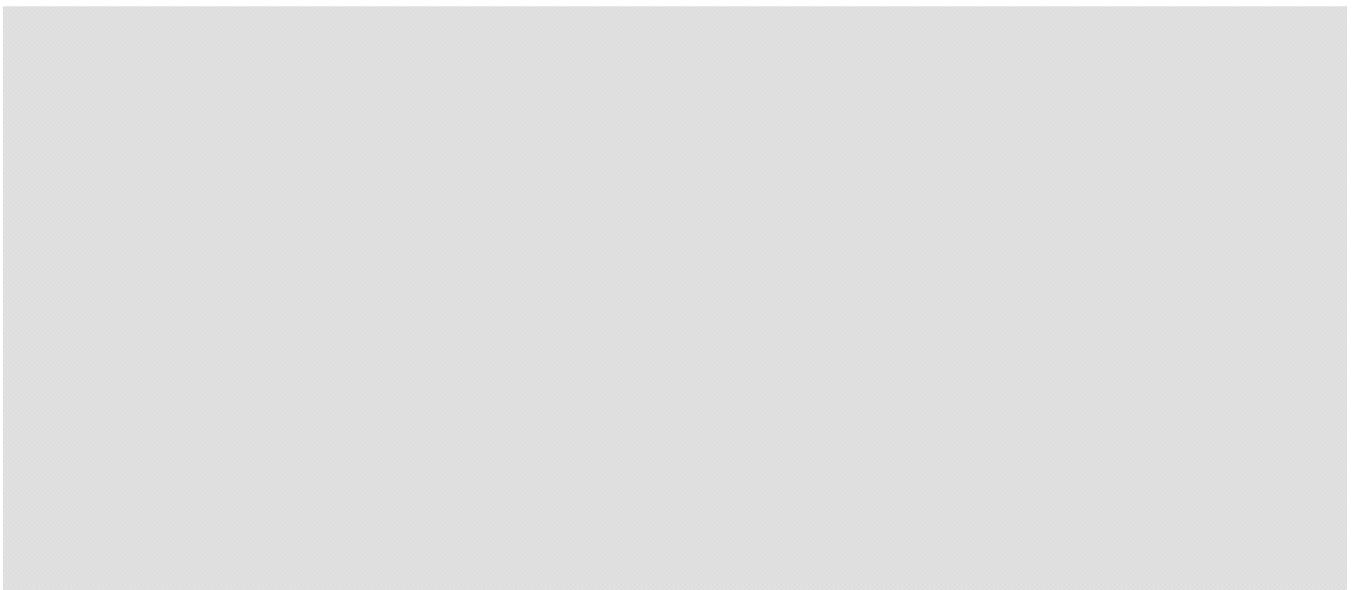
Supervisees' response:

Score:

A large, empty gray rectangular box intended for supervisees to provide their response to the question above.

Supervisor's response:

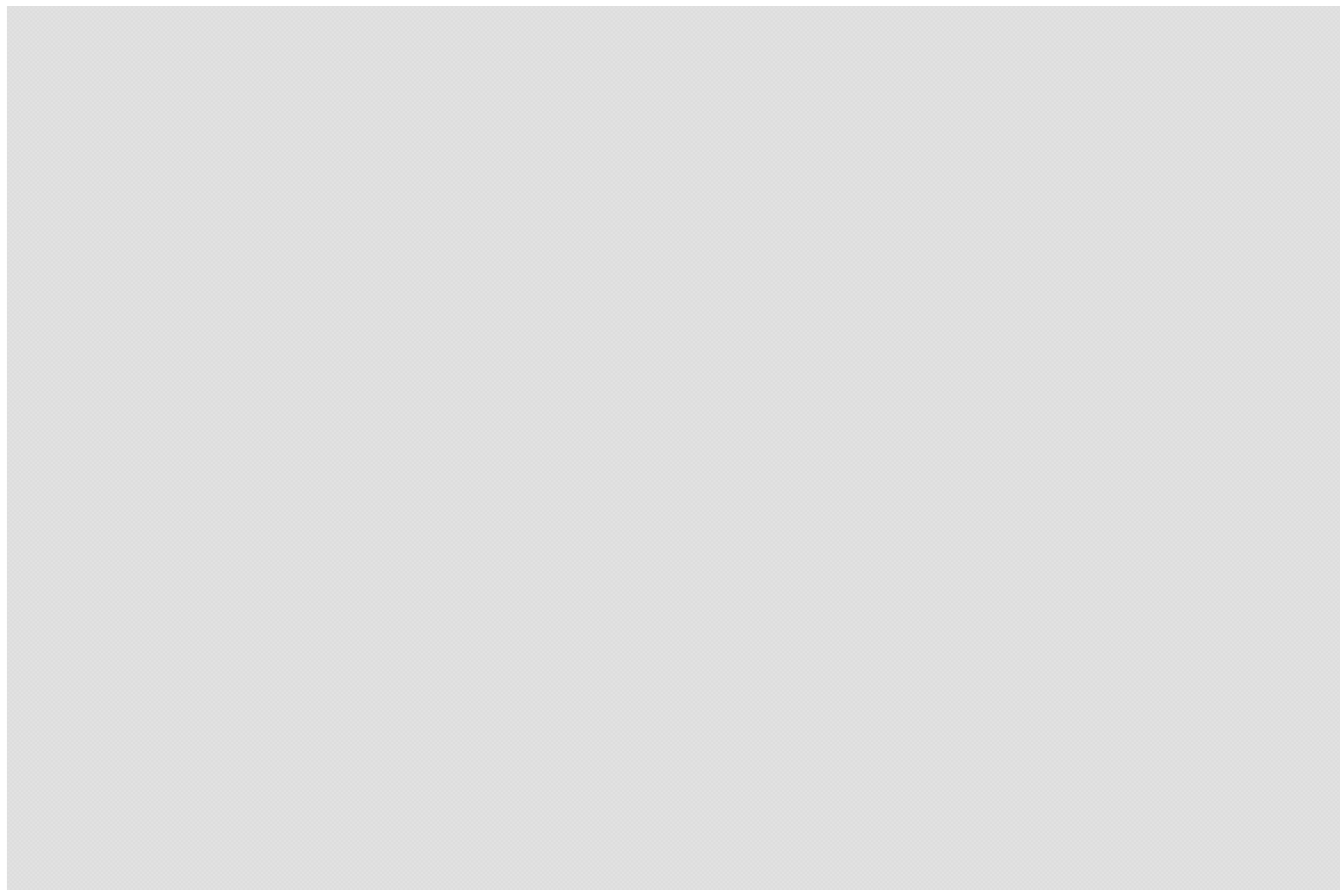
Score:

A large, empty gray rectangular box intended for the supervisor to provide their response to the question above.

How are you doing with goals? (A) List the short-term goals that you set for yourself and those provided by your supervisor as a part of Kingdom Advance. How have you done in meeting these goals? (B) List the major goals you will be seeking to accomplish during fall, 2003. Include both ministry and professional growth goals. End by describing how you have helped others on your team meet their goals.

Supervisees' response:

Score:



Supervisor's response:

Score:

