

TEAM MEMBER ASSESSMENT TOOL

Assess Your Team Members'
Commitment and Engagement
based on

The 7 Ways Healthy Team Members Engage

exclusively for...



Worship Team Member Engagement & Commitment Assessment Tool

To have a healthy, growing worship team, we each need to engage in seven different ways. When any of these areas of engagement are weak or absent with any of our team members, we aren't growing as a team like we should.

To assess where you're at, please take five minutes and respond to these statements with these options: *very true*, *somewhat true*, *not very true*, or *not true at all*. And choose the option that first comes to your mind. That's probably the most "correct" response.

Write the number in the blank next to the statement. Please use ONLY the numbers that are provided with the responses. (No fudging with 4s or 2s or .5s.)

After completing this, score your assessment.

Example:

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

5 I like to eat spaghetti & meatballs cold.

It's that easy. Before you get started, remember this: **BE BRUTALLY HONEST**. Getting real with ourselves and God is the first step towards allowing God to work on our hearts and lives. And that will make this team stronger.

Engaging With God

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I have a growing relationship with God and am learning to listen to his voice and walk with him.

_____ I prepare spiritually before each Sunday that I'm scheduled to lead/serve.

_____ I'm continuing to grow in my knowledge and practice of biblical worship (both personally and corporately).

_____ ***Score for this section***

Engaging With Leadership

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I respect the leader(s) of the worship ministry and gladly serve under their authority (which I understand is given to them by the leadership of the church).

_____ I choose to assume the best about my worship team leader(s) even when I don't agree with every decision or action.

_____ I gracefully and directly address issues, complaints and concerns that I have with the leader(s), rather than talk to others about the issue. (*Others* includes anyone who does not have the authority or capacity to deal with the issue.)

_____ ***Score for this section***

Engaging With Other Team Members

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I choose to gracefully and directly address issues, complaints, and concerns that I have with specific team members, rather than talk to other people about the issue(s).

_____ I feel connected with this team and enjoy being with them.

_____ I understand how my personality/temperament and mix of gifts and strengths bring a unique contribution to this team. And I understand how others personalities/gifts/strengths are needed where I'm not as strong.

_____ ***Score for this section***

Engaging With The Congregation

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I truly love the people of this church and love to serve them in my worship team role.

_____ I am comfortable expressing my worship to God on the platform.

_____ I understand that I am also leading the congregation, and my platform presence and expression must help that and not hinder it. Not every personal expression of worship may be beneficial to the gathered congregation.

_____ ***Score for this section***

Engaging With Our Church

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I regularly attend worship services even when I'm not scheduled for the worship team.

_____ I am fully committed to the mission/vision of this church.

_____ I am involved with a small group or other intentional discipling relationships within this church.

_____ ***Score for this section***

Engaging With The Music

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I spend time practicing the music so I can freely engage during Sunday morning worship.

_____ I spend time listening to the scheduled songs before Sunday

_____ During services, I'm intentionally worshiping and not just getting wrapped up in the enjoyment of playing/singing music.

_____ ***Score for this section***

Engaging With Our Systems And Processes

5: *very true* 3: *somewhat true* 1: *not very true* 0: *not true at all*

_____ I commit to the scheduling process by blocking out my unavailable dates before the schedule is made, by responding to scheduling requests, and by following through on my commitment to the schedule.

_____ I understand rehearsals and soundcheck/warm-ups are a crucial part of the work we do, and I'm committed to showing up ready-to-go before the start time.

_____ I'm committed to read the communication (emails/letters, etc) that comes from the worship team leadership, and I participate in the training and team meetings that are scheduled throughout the year.

_____ ***Score for this section***

Go on to the scoring section.

Scoring

Write your total for each section here. Then add up your total score.

Score Engagement Area

	Engaged With God
	Engaged With Leadership
	Engaged With Other Team Members
	Engaged With The Congregation
	Engaged With Our Church
	Engaged With The Music
	Engaged With Our Systems And Processes

Total Score

Overall Results

86 - 105:

While there are always areas of improvement, this assessment shows that you're strongly committed to the worship ministry. Write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

60 - 85:

You're committed to the worship ministry. They may be a few areas you need improve to be a fully engaged team member. Write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

36 - 59:

While you're committed in some areas, there are some significant places you're not engaging within this ministry. Write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

0 - 35:

You're struggling with commitment to this ministry in most areas. You and your leader need to have some conversations about how to become more engaged and committed to this ministry, or help you find another area of the church to serve. To begin this process, write your Engagement Area scores on the following pages, and take time to read about the ways to improve.

Individual Area Results

Engaging With God

My Score: _____

If your score for this section is 11-15:

You're in a great place with this. Continue doing what you're doing and look for ways to continue to grow in this. Look for fresh and new ways draw near to God, prepare your heart before you serve on the platform, and learn more about what it means to worship him with your whole life.

If your score for this section is 7 - 10:

You're doing OK with this, but you have room for improvement. The more you can engage with God, the healthier you will be, and the healthier the team will be.

See below for some ideas to improve this area.

If your score for this section is 0 - 6:

This is an area in your life that you need to develop in order to serve out of spiritual abundance, not out of human efforts. The worship team can be a dangerous place if we're not walking with God and led by the Holy Spirit.

How to improve this area:

If you're not pursuing God on a regular basis and spend time learning to know Him, look for one area of your day that you can replace some lesser activity (TV, social media) with time spent in God's word and in prayer.

When it comes to spiritually preparing to serve on the platform, consider setting aside some time on Saturday night before you go to bed to pray over the set, worship with the songs, and spend time in the Word. Consider laying out your clothes for the next morning and setting your music and instrument by the door. That extra intentionality on Saturday will give you more focus and room to breath on Sunday.

Notes:

Engaging With Leadership

My Score: _____

If your score for this section is 11-15:

You probably have a healthy respect for authority and support the leadership of your worship ministry, even when you don't agree.

If your score for this section is 7 - 10:

You're doing OK with this, but you have room for improvement. You may have some heart issues to deal with.

See below for ideas to improve this area.

If your score for this section is 0 - 6:

This is an area where you probably have some heart issues you need to deal with.

How to improve this area:

We aren't called to submit blindly to our leaders no matter what. But we are called to respect them, support them, pray for them, and even obey them. The same scriptures that tell us that also make it clear that church leaders will have to give an account for their leadership. (Hebrews 13:17)

If you find you can't respect your leader because of their personality, behavior or something you perceive about their character, you need to have an honest conversation with him/her.

Choose now to not talk about issues you don't agree with anyone other than someone who can directly help fix the situation. Anything else is gossip, and it may be stirring up dissension within your team and, possibly, within your church.

If you've struggled with this issue in other settings, you likely have a heart issues that you need to deal with.

Notes:

Engaging With Other Team Members

My Score: _____

If your score for this section is 11-15:

You probably have healthy relationships and enjoy your connections on the worship team. You probably don't gossip or speak ill of other team members. And you likely know how your gifts, strengths and personality fit on this team.

If your score for this section is 7 - 10:

You're doing OK with this, but you have room for improvement. You may not feel connected with the other team members, and you might even speak disparagingly about them to others from time to time. You also may not feel you fit within the ministry.

See below for ways to improve this area.

If your score for this section is 0 - 6

This is an area where you really need to talk to your leader. You may have some heart issues you need to deal with. But there could be other things happening among the team members that are making you feel this way that your leader doesn't know about or see as an issue.

How to improve this area:

Commit to yourself and to the Lord that you will no longer talk about team members to other people, unless it's with the leader of the ministry who can help resolve a situation. Anything else is gossip (even if it's true), and can stir up dissension and disunity on the team.

Speak with the leader about how you're feeling disconnected with the group. He or she may be able to help you pinpoint areas you can change AND areas the team needs to change.

Look for ways to connect outside of rehearsals and services with your team members. If your team doesn't naturally do this, you may need to take the initiative to invite members of the team over or plan an fun event.

If you've never taken a spiritual gift inventory, a personality assessment (like DISC or Myers-Briggs), or a strengths-assessment (StrengthFinders), explore those. These tools help you know yourself better and can also help you understand others better.

Notes:

Engaging With The Congregation

My Score: _____

If your score for this section is 11-15:

You probably have a genuine love for the people you're serving on Sunday morning. You also probably have a healthy balance between expressing your personal worship to God on the platform and understanding that you are also serving the congregation.

If your score for this section is 7 - 10:

You may struggle with one or more of these three areas:

1. Truly loving the people of this church
2. Showing expression on the platform as you worship God.
3. Understanding that you are ministering two ways - vertically to God through worshiping him and horizontally as you lead the congregation in worship. While a particular expression might come from a place of true worship, not every expression of worship may be beneficial as you lead the congregation.

See below for on how to improve this area.

If your score for this section is 0 - 6:

You likely struggle in two or more of these areas:

1. Truly loving the people of this church
2. Showing expression on the platform as you worship God.
3. Understanding that you are ministering two ways - vertically to God through worshiping him and horizontally as you lead the congregation in worship. While a particular expression might come from a place of true worship, not every expression of worship may be beneficial as you lead the congregation.

See below for on how to improve this area.

How to improve this area:

If you find you just don't truly love the people in your church, ask God to soften your heart towards them. Look for ways to get to know more people, both at services and outside of church.

If you find you aren't able to express your worship physically (other than singing or playing an instrument), spend more time in preparation. The more confident you are, the freer you can be to move, smile, look out at the congregation, look up to heaven, etc.

Study good platform presence. Ask your leader to find you some resources to improve your visual leadership on the platform.

Study the different expressions of worship in the Bible. Talk to your worship leader about which ones are appropriate for your church culture. Begin to try different expressions.

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Engaging With Our Church

My Score: _____

If your score for this section is 11-15:

You are likely highly committed and active in this church.

If your score for this section is 7 - 10:

You may need to work on being more connected and involved. See below for some ideas on how to engage more with our church.

If your score for this section is 0 - 6:

You need to work on your commitment to the your church, the local expression of the body of Christ.

How to improve this area:

Seek to attend regularly even when you're not scheduled for the worship team.

Spend some time with the leaders of the church to learn the mission and direction of the church. Ask yourself, what can I do to support this mission and help advance it?

Get involved in a some sort of small community within the church besides the worship team. And if you've never been formally discipled, seek it out from a person farther along in the faith than you.

Notes:

Engaging With The Music

My Score: _____

If your score for this section is 11-15:

You probably have a healthy engagement with the music. You spend time preparing but don't let worship become all about the music.

If your score for this section is 7 - 10:

You may not be spending enough time preparing before rehearsals and services. Or, you may be too wrapped up in the music on Sunday morning and forget it's only a tool to help us worship, not the main thing.

If your score for this section is 0 - 6:

You probably don't practice and prepare enough. The more we prepare, the more confidence we have. The more confidence we have, the more we can freely worship.

How to improve this area:

On the weeks you're scheduled, create two or three windows of time to practice your songs before rehearsal. Practice again between rehearsal and the service.

Look for ways to listen to your music throughout the week (in the car, at work, doing household work, etc.). Listening to these songs will help you know them better.

To keep from making it all about the music, spend time just reading the lyrics, and even praying them without the music. If you intentionally worship with these songs before the service, you will more easily worship with them during the service.

Notes:

Engaging With Our Systems And Processes

My Score: _____

If your score for this section is 11-15:

You are probably very committed to the ministry, and you show that commitment by responding and adhering to the various systems that your leaders use to help run this ministry.

If your score for this section is 7 - 10:

You may have some issues with commitment and/or lateness. Some of this may come from being too busy, or being unorganized.

If your score for this section is 0 - 6:

You are not demonstrating commitment to this team. Whether this is a heart issue or a “too busy” issue is for you and your leader to determine.

How to improve this area:

First, understand that the ministry systems and processes that are in place are there to help the leader run an effective worship ministry. Without intentional systems and processes, the work of ministry would not get done.

If you don’t agree with or understand a particular system, rule or process, discuss that with your leader.

Being a part of this ministry means being committed to:

- Following through on scheduling requests,
- Helping finding your replacement when you have a scheduling conflict
- Showing up on time and ready to go for rehearsals and soundchecks.
- Reading communication from the team leadership (and responding when asked)
- Participating in training events and team meetings

If you’re too busy to do these things, you might be too busy to serve on the team right now.

Notes: