

Living the Core Values

Our values shape how we live, if we live by our values. The following set of 12Stone Core Values are God-given and specifically for us at our ministry post. We are committed to living life deeply and well guided by these values. If we do this well, our leadership will reflect these values.

As you think through these four values, take time to reflect and pray in order to seek God's guidance and input in your growth process. The purpose is not to check off the list but to search your own heart about the consistency of your life habits and patterns in these areas. Your discoveries will then lead to fruitful conversation with your team leader.

1	2	3	4
Emerging	Growing	Mature	Model

The rating of 1-4 is similar to a weak to strong scale. Some of the questions are better suited to prompt discussion if needed than receive a rating of 1-4.

We are Created For Intimacy with God

- Do you consider your walk with God & prayer life close and vibrant?
- Do you hear God's voice, follow Him, and lead accordingly?
- What is your level of passion for people spiritually unresolved? How does this passion show?

We are Created To Follow God's Pattern for Living

- Do you live your life in accountability to others?
- How are you endeavoring to become more like Christ?
- Does your life follow Scriptural guidelines?

We are Created for Healthy Relationships with Others

- How would your family assess your love and care for them?
- How would you describe your connection to genuine Christian community?
- Do you consistently put other's needs above your own?

We are Created to Give Ourselves Away

- Is compassion a genuine and evident part of your life?
- Are you serving / leading in your sweet spot?
- Are you able to find a good rhythm of giving yourself away and replenishing yourself?

Competence & Team Standards for All Employees

- ___ **QUALITY** – Achieves results that meet or exceed 12Stone’s standards for work assigned, including accuracy, attention to detail, thoroughness, and with excellence.
- ___ **EFFICIENCY** – Completes tasks in an effective and timely manner. Adheres to policies for attendance and punctuality.
- ___ **SERVICE** – Recognizes that it is everyone’s job to assist all staff, vendors, volunteers and members with a servant’s heart. Meets or exceeds customer expectations within time and resource limitations. Exercises diplomacy with difficult situations. Conveys policies and procedures in a respectful and pleasant manner.
- ___ **TEAMWORK** – Actions demonstrate support of 12Stone’s mission and decisions. Offers assistance to others. Takes ownership of team 12Stone’s decisions and actions. Promotes cooperative and enjoyable environment.
- ___ **COMMUNICATION** – Provides useful and timely information. Speaks effectively one-on-one and in groups. Writes clearly and effectively. Supports and actively participates in open, honest, and respectful communication.
- ___ **CREATIVITY** – Generates innovative ideas and solutions. Identifies, shares and is receptive to new ideas. Looks for opportunities to continuously improve work processes.
- ___ **INITIATIVE** – Works effectively and efficiently with minimal supervision. Displays readiness and energy to undertake new and possibly taxing projects. Seeks and assumes additional responsibilities.
- ___ **POSITIVE ATTITUDE** – Consistently demonstrates a favorable outlook toward 12Stone, its staff, members, and one’s work. Provides constructive feedback and believes the best in others.
- ___ **INCREASES KNOWLEDGE AND SKILLS** – Independently seeks additional information. Develops abilities connected to job duties or related interests when appropriate.
- ___ **LEADERSHIP** – Exhibits a servant’s heart and manages volunteers well. Demonstrates good judgment and problem solving skills and anticipates what is needed ahead of time. Is able to see the connection between the small task and the overall mission.
- ___ **Technical Skills** (as applicable)
 1. _____
 2. _____
 3. _____

Competence & Team Standards For Supervisors And Managers

- ___ **EMPLOYEE MANAGEMENT AND DEVELOPMENT** – Establishes clear goals and expectations. Provides immediate and direct feedback to address performance. Confronts employee performance problems. Rewards and recognizes individual and team successes. Provides growth and development opportunities to employees. Hires strong performers.
- ___ **PROGRAM AND PROJECT MANAGEMENT** – Establishes objectives; develops strategies and plans to meet objectives. Effectively manages time, resources and volume of work. Coordinates the activities of others to meet objectives.
- ___ **LEADERSHIP** – Takes charge and initiates action to help the agency achieve its highest potential. Leads by example. Empowers employees by enabling them to make decision. Takes calculated risks.

Supervisor Summary

Employee Comments

In what way could your supervisor help you work more effectively?

Personal Development Plan & Goals

This section should be used to establish annual goals and performance outcomes during the upcoming rating period. The goals and performance outcomes must be specific, measurable, attainable, relevant and/or time-trackable.