

Why Customized Assessments Improve Learning and Development

In June 2008, [IDC](#), a global, multi-disciplined research organization, released information related to employee assessments. This research is based upon 400 companies across the U.S. and the U.K.¹

- Organizations lacking assessment programs are more likely to experience lower awareness levels of employees' knowledge, understanding and confidence. This can be interpreted to include volunteers, as well.
- Most people have some degree of uncertainty about their roles and involvements. It is highly effective to target training and information based upon assessment results to create programs that meet individuals' needs for clarity and certainty relative to where they stand in the organization, how they can improve performance, and contribute to the organization's success.
- Assessments focused on both the individual from a holistic perspective and the organization's strategic objectives and/or mission will yield valuable information as to what resources will be the most effective at increasing employee/volunteer confidence and competence.
- Automated assessments are easy to administer, require less time and money and can be customized to deliver relevant and meaningful results.

LeaderXY Group has pioneered the integration of customized assessments to organizational objectives within a coaching methodology and proprietary technology that effectively identify and deliver learning and development solutions to reveal and release untapped human potential.

LeaderXY tools, methodologies, and technology quickly:

- **Assess**² each individual to identify where they are today when compared to where their career can take them;
- **Match** their learning and development needs with the strategic objectives of the organization;
- **Connect** individuals with relevant development, learning and coaching resources that meet each person's unique needs;
- **Create** an action plan to accelerate learning and performance improvement; and,
- **Track** competency and skill development to performance improvements.

¹ Information adapted from [Talent Management](#) article.

² LeaderXY assessments are generated by a proprietary formulation and technology that maps an individual, team, or organization onto a simple xy visual graphic. The XY Framework methodology has proven to be highly effective to get people on the same page and moving in the same direction, faster than standard facilitation, consulting, and coaching techniques.

Simple and quick assessment customized to your organization. Editing of questions can be done without the aid of website developer or technology person.

Step 1 of 4: **Spiritual Formation: My Faith Journey** *(This assessment can be customized for your church's needs.)*

► *Spiritual maturity is a journey. For each of the four statements listed below, click the answer that best describes the present state of your spiritual development.*

I am exploring what's possible with God and how I might be served by the church and/or serve others.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed
I am integrating my beliefs and values about God and Christ into all my activities at church, home, work, and community.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed
I am continuously learning and I have experienced changes and transformations in my life. I am committed to a deeper relationship with Christ and this is revealed through my daily spiritual practices.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed
I am committed to continually grow in my faith and genuinely experience my commitment of lifetime discipleship to love of God and neighbor as a way of life in all my thoughts and actions.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed

Please review your selections before continuing.

Continue to Step 2

Quick two step assessment. There are only eight questions or statements.

Step 2 of 4: **Servanthood: Using My Spiritual Gifts, Skills, and Expertise to Serve Others**

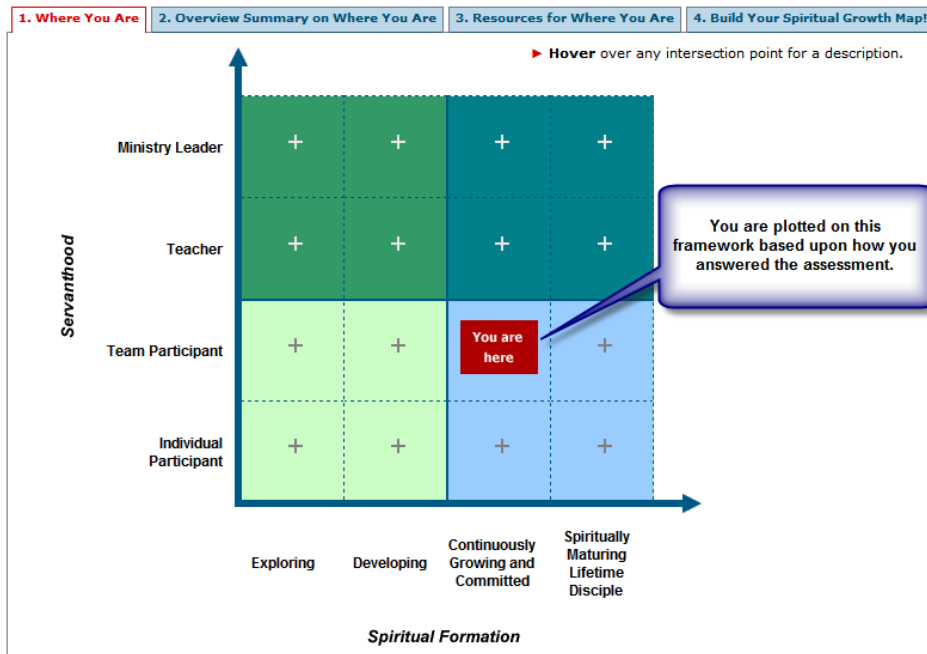
► *For each of the four statements listed below, click the answer that best describes your present level of involvement in the Bethany faith community.*

I participate in worship and/or other Bethany activities which might include prayer, small group, Sunday School, serving others, or another Bethany program focused on learning or serving others.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed
I am involved with a Bethany ministry team or small group focused on supporting church functions or serving others through missions and ministries.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed
I am in a teaching, co-teaching role or in a role (or being developed for one of these roles) where I am guiding, directing, shepherding, mentoring others to grow spiritually.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed
I am in a leader or co-leader role (or being developed to step into a leadership role) and my spiritual practices model the way for others. Full integration of my faith with spiritual leadership skills are essential for faith-based leaders.	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Stalled	Thinking About It	Just Started	Continually Growing	My Purpose is Clear	Fully Committed

Please review your selections before continuing.

Continue to Step 3

A proprietary formulation is built into the system to make it easy for an organization to develop an assessment that meets the needs of the individual relative to the organization's mission and available resources.



All content within the system can be easily customized to fit the theology, culture, and mission of the organization.

Instructions Messages Profile **My Spiritual Growth Plan** Map My Faith Journey Resources Faith Coach My Faith Journal

Alan, Use the resources listed below to help you move forward along your faith journey. Each resource has been carefully selected to fit your spiritual growth needs.

Overview of Where You Are Learning and Fellowship Opportunities Serving Opportunities

Summary of Where You Are in Your Faith Journey and Actions to Consider

Do a quick review below and reflect upon where you are and think about where you want to go next.

(This text can be easily customized to fit your church.)

Overview:

Getting Closer to Christ Through Teaching Others: You are continually blessed by what you learn about Christ through your actions of teaching others. In the midst of teaching others you find yourself continually getting closer to Christ. Your faith is continually renewed and you experience God's transforming power in your heart, mind, and soul as you experience the Holy Spirit transforming the lives of others through you. Your teaching is enriched by the level of commitment you have made and you understand the next stage in your faith journey is to make an even deeper commitment and surrendering to Christ. Your spiritual practices have become consistent and serving others is an important expression of your faith. You know your devotion to Christ grows as you surrender more of your life to Him.

Guiding Scripture:

Attitudes / Behaviors:

- The Bible provides relevant guidance and direction for your life.
- Prayer is central to your daily life.
- You are in the process of understanding what it is to surrender everything to Christ.
- Small groups are less important and you have relationships that matter to you and others.
- Spiritual friends increase in importance.
- You serve and contribute to others consistently. It is becoming second nature for you.
- Serving on a team is another way to be close to Christ by experiencing working with others.

Actions to Consider: