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**Worship Team Evaluation** Musician:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

 Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Rating Scale:**

Level 5 **Exceptional**

 Performance *far* exceeded expectations due to exceptionally high quality of service performed in all *essential* areas of responsibility, resulting in an overall quality of service that was superior; and either 1) included the completion of a major goal or project, or 2) made an exceptional or unique contribution to the team. This rating is achievable, though given infrequently.

Level 4 **Exceeds expectations**

Performance consistently exceeded expectations in all *essential* areas of responsibility, and the quality of service overall was excellent.

Level 3 **Meets expectations**

Performance consistently met expectations in all *essential* areas of responsibility, at times possibly exceeding expectations, and the quality of service overall was very good. The most critical goals were met.

Level 2 **Improvement needed**

Performance did not *consistently* meet expectations – performance failed to meet expectations in one or more *essential* areas of responsibility.

Level 1 **Unsatisfactory**

Performance was consistently below expectations in most *essential* areas of responsibility. Significant improvement is needed or the volunteer will be transferred to a different team and/or relieved of duties.

**Instructions:**

Effective evaluation of performance is an on-going process and our goal is to maximize the potential of every musician. The Worship Team Evaluation is a valuable tool used for your personal development, as well as an opportunity to identify your successes, and leadership opportunities.

**Success Factors**

Basic core competencies are being evaluated. The success factors include core competencies common to the standards, vision and values of APC. Rate each factor based on performance in their current role on the worship team. If you rate yourself anything other than a 3, please comment as to why.

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| --- | --- | --- | --- | --- | --- | --- |
| * **CORE COMPETENCIES**
 |  |  |  |  |  | **Comments:** |
| 1. **Time Management**

Best utilizes their time during the week to prepareArrives on time or early when playing, and sets up quickly | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Enthusiasm**

 Displays energy and enthusiasm in what they do  (on and off stage) | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Teachable**

 Receives or implements instruction well | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Initiative**

 Identifies & initiates opportunities to improve their position (goes above and beyond what’s required of them and their role) | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Attitude**

 Has a positive outlook | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Team Player**

 Improves or betters the team’s overall function or performance | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Excellence**

 Produces high-quality results | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Flexible**

 Handles change well | 1 | 2 | 3 | 4 | 5 |  |

 **Total Score**: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| --- | --- | --- | --- | --- | --- | --- |
| * **PERSONAL DEVELOPMENT**
 |  |  |  |  |  | **Comments:** |
| 1. **Spending Time In God’s Word**
 | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Living Above Reproach In Following Areas:**
* relationships w/ opposite sex
* representing Christ and his Church in public
 | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Community In Church**
* involved in a small group
* engages in the weekend service

  | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Living A Life Of Generosity**
 | 1 | 2 | 3 | 4 | 5 |  |
| 1. **Honoring towards those you serve alongside:** other

band members, church staff, volunteers |  1 | 2 | 3 | 4 | 5 |  |

What is God teaching you through this church right now?

What’s one way we could lead you better?