

## EM360 Development Plan

The purpose of this Development Plan is to help you process your Feedback Report in a way that creates a faithful and meaningful response to the insights available. The goals of the EM360 assessment are to:

- reveal strengths you can leverage in a supportive partnership within the ministry setting you serve,
- identify areas for further development, and
- help you use the findings to encourage collaboration between you, your supervisor, and your ministry partners to fulfill mission and ministry goals.

The power of this assessment is in what you choose to do with the information it offers. Use these questions to help guide your thinking and shape actionable next steps to becoming a stronger leader.

**EM360**  
BETTER ME. BETTER WE.

## **General Observations**

What did you notice in the Feedback Report?

What did you expect to see?

What surprised you?

What left you with questions? What questions do you have?

What are two to three of your ministry setting's mission and ministry goals?

## **Effective Leadership**

What behaviors may have contributed to any significant gaps in perceptions of your leadership style?

What one to two changes in your behavior could influence your leadership style perception by others?

What observable behaviors may have contributed to the comments shared by your contributors

How does your leadership style encourage and support your ministry setting to reach its mission and ministry goals?

How might your leadership style hinder your ministry setting in reaching its mission and ministry goals? What specific steps can you take to keep that from happening?

## **Dimensions of Effective Ministry**

What behaviors may have contributed to any significant gaps in perceptions of your Dimensions of Effective Ministry?

How can you use two to three dimensions with high ratings in broader ways to help your ministry setting reach its mission and ministry goals?

Leaning into your strengths, find one to two enrichment experiences to increase your effectiveness in dimensions with high ratings. For example: name of an upcoming CEU event, a conference, or book. Note those experiences here.

Are there people in your ministry setting whom you can equip and empower to strengthen your ministry in dimensions with lower ratings? What other steps can you take to resource your ministry in those areas?

Find one to two enrichment experiences to strengthen dimensions with lower ratings in which you need to increase your effectiveness. For example: name of an upcoming CEU event, a conference, or book. Note those experiences here.

### **Call**

What behaviors may have contributed to any significant gaps in perceptions of your call to ministry?

What one to two changes in your behavior could possibly influence the perception of your call to ministry by others?

What practices do you currently use to continue your vocational discernment? For example: retreats, books, journaling, devotionals, mentor, prayer, etc.

What practices would you like to try?

### **KSAPs | Knowledge and Skills**

What surprised you about the Hidden Strengths others noticed in you that you had not noticed in yourself? What specific behaviors may have encouraged others to see these strengths in you?

How can you use your Aligned and Hidden Strengths in broader ways to help your ministry setting reach its mission and ministry goals?

Find one to two enrichment experiences to increase the effectiveness of your strengths. For example: name of an upcoming CEU event, a conference, or book. Note those experiences here.

What surprised you about the Blind Spots (strengths you perceive that others did not)? What specific behaviors do you attribute to those dimensions that were revealed as Blind Spots? How can you learn more and ask for help in these areas?

Are the dimensions noted in the Aligned Growth Opportunities vital for your ministry setting's current mission and ministry goals? Are there people in your ministry setting whom you can equip and empower to support your ministry in these areas?

Find one to two enrichment experiences to strengthen the effectiveness of the Aligned Growth Opportunities highlighted. For example: name of an upcoming CEU event, a conference, or book. Note those experiences here.

### **KSAPs | Abilities and Personal Characteristics**

What surprised you about the Hidden Strengths others noticed in you that you had not noticed in yourself? What specific behaviors may have encouraged others to see these strengths in you?

How can you use your Hidden Strengths in broader ways to help your ministry setting reach its mission and ministry goals?

Find one to two enrichment experiences to increase the effectiveness of these strengths. For example: name of an upcoming CEU event, a conference, or book. Note those experiences here.

What surprised you about the Blind Spots (strengths you perceive that others did not)? What specific behaviors do you attribute to those dimensions that were revealed as Blind Spots? How can you learn more and ask for help in these areas?

Are the dimensions noted in the Aligned Growth Opportunities vital for your ministry setting's current mission and ministry goals? Are there people in your ministry setting whom you can equip and empower to support your ministry in these areas?

Find one to two enrichment experiences to strengthen the effectiveness of the Aligned Growth Opportunities highlighted. For example: name of an upcoming CEU event, a conference, or book. Note those experiences here.

### **Inspired, Connected, Agile, and Rooted (ICAR)**

What behaviors may have contributed to any significant gaps in perceptions of your ICAR qualities?

What one to two changes in your behavior could possibly influence the gaps in perception of your ICAR qualities by others?

Which qualities had ratings out of balance (much higher or lower) than other qualities, either by your scores or your contributors' scores?

For each of the qualities that scored out of balance:

- How are you favoring or hindering this quality in your leadership?
- What behaviors may have contributed to the perception you are favoring or hindering this quality in your leadership?

What one to two specific steps can you, as an inspired leader, take to more deeply encounter the God who calls us into life in all its fullness?

What are one to two specific steps you can take to lead those in your ministry setting to do the same?

What one to two specific steps you, as a connected leader, can take to more fully embrace and more broadly understand your membership in the Body of Christ?

What are one to two specific steps you can take to lead those in your ministry setting to do the same?

What one to two specific steps you, as an agile leader, can take to re-imagine how God is present in the Church and the world?

What are one to two specific steps you can take to lead those in your ministry setting to do the same?

What one to two specific steps you, as a rooted leader, can take to more fully embody and present the Christian faith as The United Methodist Church has received it?

What are one to two specific steps you can take to lead those in your ministry setting to do the same?

*Nurturing Leaders. Changing Lives.*



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