Heart and Soul Leadership Assessment Tools

Overall Leadership Development Assessment

Primary Entry Evaluation

Complete this comprehensive assessment to determine your starting point in the Heart and Soul Leadership journey.

Stage 1: Tribal Leadership Model Assessment (Identity)

"Who Am I?" - Discovering Your Spiritual DNA

Part A: Identity Foundation Indicators

Rate each statement from 1-5 (1=Never, 2=Rarely, 3=Sometimes, 4=Often, 5=Always)

Core Identity Security

1. I have a clear sense of who I am beyond my roles and achievements ___
2. I feel secure in my identity even when criticized or challenged ___
3. I know my core strengths and operate confidently in them ___
4. I don't feel the need to prove myself or compete with others ___
5. I have peace about my unique design and calling ___

Spiritual Heritage Connection

6. I understand my spiritual lineage and heritage ___
7. I see patterns in my life that connect to biblical archetypes ___
8. I feel connected to a larger story beyond my personal experience ___
9. I recognize generational strengths and calling patterns in my family ___
10. I sense a divine purpose that transcends my personal goals ___

Tribal Pattern Recognition

11. I resonate strongly with specific biblical characters or tribes ___
12. I see consistent themes in what energizes and drains me ___
13. I recognize my natural leadership style and approach ___
14. I understand how my personality serves a larger kingdom purpose ___

15. I can articulate my unique contribution to the body of Christ ___

Stage 1 Score: ___/75

Part B: Tribal Archetype Identification

Read each description and rate your resonance (1=No connection, 5=Strong connection)

The Pioneer Cluster (Fire Tribes)

Reuben - The Trailblazer ___

- Natural first-mover, breaks new ground, comfortable with risk
- Tends to be impulsive but opens doors others can't see

Gad - The Warrior ___

- Thrives in conflict and challenge, protective of others
- Strategic fighter who sees battles others avoid

Asher - The Nourisher ___

- Brings abundance and provision, creates environments of blessing
- Natural ability to see resources and opportunities

The Builder Cluster (Earth Tribes)

Judah - The King ___

- Natural authority and leadership presence, others look to them
- Carries responsibility easily and makes decisions for groups

Issachar - The Strategist ___

- Understands timing and seasons, sees patterns others miss
- Natural wisdom about when to act and when to wait

Zebulun - The Connector ___

- Builds bridges between people and groups, natural networker
- Thrives at intersection points and boundary spaces

The Servant Cluster (Water Tribes)

Simeon - The Loyal Supporter ___

- Devoted partner, amplifies others' strengths
- Finds fulfillment in supporting great leaders and causes

Levi - The Priest ___

- Natural spiritual authority, people seek them for prayer/counsel
- Comfortable with sacred things and spiritual responsibility

Benjamin - The Beloved ___

- Naturally cherished and protected by others, innocent strength
- Brings out protective instincts and nurturing in others

The Visionary Cluster (Air Tribes)

Ephraim - The Multiplier ___

- Everything they touch tends to grow and expand
- Natural ability to see potential and help it manifest

Manasseh - The Forgotten ___

- Often overlooked but carries significant breakthrough anointing
- Used by God in unexpected ways and times

Dan - The Judge ___

- Natural discernment, sees what others miss
- Can identify problems and solutions quickly

Naphtali - The Messenger ___

- Natural communicator, brings good news and revelation
- People are lifted and encouraged by their words

Joseph - The Dreamer ___

- Visionary leader, sees futures others can't imagine
- Carries breakthrough solutions for impossible situations

Highest Resonance Tribes:

1. _____ (Score: ___)

2. _____ (Score: ___)

3. _____ (Score: ___)

Stage 2: Apostolic Activation Assessment (Calling)

"What Am I Called To?" - Awakening Your Inner Flame

Part A: Apostolic Readiness Indicators

Rate each statement from 1-5

Calling Clarity

1. I have a clear sense of my specific ministry calling ___

2. I know what unique contribution I'm meant to make ___

3. I can distinguish between my calling and my current role ___

4. I have received confirmation of my calling from mature leaders ___

5. I see consistent themes in what God uses me to accomplish ___

Spiritual Authority Development

6. People naturally look to me for spiritual guidance ___

7. I operate confidently in spiritual gifts and ministry ___

8. I see consistent fruit when I minister to others ___

9. I have authority in prayer and spiritual warfare ___

10. Leaders recognize and affirm the anointing on my life ___

Apostolic Function Recognition

11. I have a burden for unreached people or territories ___

12. I see solutions and strategies others miss ___

13. I carry vision for establishing new works or ministries ___

14. I think in terms of movements and multiplication ___

15. I'm comfortable pioneering in uncharted territory ___

Internal Fire and Passion

16. I have an unquenchable passion for kingdom advancement ___

17. I feel urgency about fulfilling my calling ___

18. I'm willing to sacrifice comfort for kingdom purpose ___

19. I have supernatural strength for my assignment ___

20. I carry a divine restlessness until I'm walking in calling ___

Stage 2 Score: ___/100

Part B: Apostolic Function Identification

Rate your resonance with each apostolic function (1-5)

The Apostolic Functions

Church Planter/Establisher ___

- Burden to start new churches and ministries
- Ability to build from nothing into thriving communities

Revival Catalyst ___

- Carries fire that ignites spiritual awakening in others
- Presence brings increased spiritual activity and hunger

Cultural Transformer ___

- Vision for changing societies and systems
- Ability to influence beyond church walls

Network Builder ___

- Connects leaders and movements together
- Builds apostolic networks and alliances

Breakthrough Specialist ___

- Called to impossible situations and breakthrough
- Carries solutions for what others can't solve

Father/Mother to Movements ___

- Develops and releases other apostolic leaders
- Spiritual parent to networks and movements

Primary Apostolic Function: _____

Stage 3: Jesus Pattern Alignment Assessment (Commissioning)

"How Do I Lead Like Jesus?" - Christ-like Leadership Development

Part A: Christ-like Character Development

Rate your current maturity level in each area (1-5)

Love-Based Leadership

1. I lead from love rather than control or manipulation ___

2. I genuinely care about people's wellbeing beyond their performance ___

3. I can love difficult people and those who oppose me ___

4. My leadership draws people closer to God and each other ___

5. People feel safe and valued in my presence ___

Servant Leadership

6. I naturally look for ways to serve and lift others up ___

7. I use my authority to empower others, not control them ___

8. I'm comfortable with humble tasks and behind-the-scenes work ___

9. I prioritize others' success over my own recognition ___

10. I lead by example rather than just giving directions ___

Truth and Grace Balance

11. I speak truth in love, even when it's difficult ___

12. I extend grace while maintaining appropriate standards ___

13. I confront issues directly but with gentleness ___

14. I can separate people from their behavior in correction ___

15. I create environments where people can grow and change ___

Sacrificial Leadership

16. I'm willing to sacrifice personal comfort for others' benefit ___

17. I put the mission ahead of my personal preferences ___

18. I can endure criticism and misunderstanding for doing right ___

19. I invest my best resources in developing others ___

20. I'm willing to decrease so others can increase ___

Stage 3 Score: ___/100

Part B: Jesus Leadership Pattern Recognition

Rate how consistently you operate in each pattern (1-5)

Jesus' Ministry Patterns

Incarnational Presence ___

- I enter people's world rather than expecting them to come to mine
- I meet people where they are, not where I think they should be

Transformational Teaching ___

- I communicate in ways that create lasting change, not just information transfer
- I use stories, experiences, and practical application effectively

Miraculous Demonstration ___

- I operate in supernatural power and expect God to work through me
- I create faith environments where people expect divine intervention

Disciples Development ___

- I intentionally develop others and give them real authority
- I focus on multiplication rather than just addition

Cross-Centered Sacrifice ___

- I'm willing to lay down my life for others' breakthrough
- I embrace necessary death to produce resurrection fruit

Average Jesus Pattern Score: ___/25

Stage 4: Paul Replication Pattern Assessment (Global Apostolic DNA)

"How Do I Multiply This?" - Pattern Transmission and Global Impact

Part A: Pattern Mastery Indicators

Rate your current ability level (1-5)

Complete Integration

1. I operate fluidly in all four stages of development ___

2. I can identify others' developmental stage accurately ___

3. I help people access their next level of growth ___

4. I model the complete pattern consistently ___

5. I carry the full Heart and Soul leadership DNA ___

Replication Ability

6. I successfully develop other leaders at multiple levels ___

7. I can adapt the pattern to different cultures and contexts ___

8. I build systems that continue without my direct involvement ___

9. I create leaders who create other leaders ___

10. I think generationally about impact and influence ___

Global Vision and Strategy

11. I see beyond my immediate context to global possibilities ___

12. I understand cross-cultural dynamics and adaptation ___

13. I build partnerships that extend reach and impact ___

14. I think in terms of movements, not just organizations ___

15. I carry burden for nations and unreached peoples ___

Multiplication Results

16. I have consistent track record of raising up leaders ___

17. My disciples are producing disciples and ministries ___

18. I see exponential rather than just linear growth ___

19. I have influence beyond my direct relationships ___

20. I'm building legacy that will outlast my lifetime ___

Stage 4 Score: ___/100

Part B: Replication Pattern Effectiveness

Evaluate your current multiplication results

Direct Disciples Developed

- Leaders you've personally mentored who are now leading: ___

- Of these, how many are developing others: ___

- How many are in cross-cultural or pioneering contexts: ___

Organizational Multiplication

- Ministries/organizations started through your influence: ___

- Churches or groups planted by your disciples: ___

- Networks or movements you've helped establish: ___

Global Reach Assessment

- Countries where your influence has spread: ___

- Languages/cultures your pattern has been adapted to: ___

- Generations of leadership development you can trace: ___

Comprehensive Scoring and Placement Guide

Stage Assessment Scoring

Stage 1 (Tribal Identity): ___/75

- 60-75: Strong tribal identity foundation

- 45-59: Good foundation with some gaps to address

- 30-44: Moderate foundation, significant development needed

- Below 30: Start here - fundamental identity work required

Stage 2 (Apostolic Calling): ___/100

- 80-100: Strong apostolic activation and clarity

- 60-79: Good progress with some areas to develop

- 40-59: Emerging apostolic awareness, needs focused development

- Below 40: Not ready for apostolic activation yet

Stage 3 (Jesus Pattern): ___/100

- 80-100: Strong Christ-like leadership character

- 60-79: Good character development with growth areas

- 40-59: Developing character, needs intensive formation

- Below 40: Significant character development required

Stage 4 (Paul Replication): ___/100

- 80-100: Master-level pattern carrier ready for global impact
- 60-79: Advanced leader ready for multiplication training
- 40-59: Emerging multiplier, needs replication skill development
- Below 40: Not ready for multiplication focus yet

Recommended Placement

Primary Development Stage: The lowest scoring stage where you scored below 60 **Secondary Focus Areas:** Any stage scoring 60-79 **Strengths to Leverage:** Any stage scoring 80+

Development Pathway Recommendations

New Leader Pathway (Start Stage 1):

- Stage 1 score below 45
- Little leadership experience
- Unclear about calling and identity

Emerging Leader Pathway (Mixed Entry):

- Strong in 1-2 stages, gaps in others
- Some leadership experience
- Ready for accelerated development

Advanced Leader Pathway (Stage 3-4 Focus):

- Strong in Stages 1-2
- Significant leadership experience
- Ready for character refinement and multiplication

Master Leader Pathway (Stage 4 Focus):

- Strong across all stages
- Proven multiplication track record
- Ready for global impact and training others

Assessment Administration Guidelines

Self-Assessment Instructions

1. Complete in quiet environment with adequate time

2. Answer honestly based on current reality, not aspirations

3. Seek feedback from trusted leaders who know you well

4. Review results with qualified Heart and Soul Leadership mentor

Mentor/Coach Guidelines

1. Create safe environment for honest self-evaluation

2. Help identify blind spots and growth edges

3. Confirm placement through observation and conversation

4. Design personalized development plan based on results

Organizational Implementation

1. Use for leadership pipeline development

2. Create cohorts based on similar developmental stages

3. Track progress through annual reassessment

4. Build mentoring relationships around assessment results

This comprehensive assessment system ensures proper placement and development in the Heart and Soul Leadership journey, leading to authentic transformation and multiplication.