

PEER OBSERVATIONS

My name is: _____

These are my observations of: _____

Dear Friend,

I'm seeking to better understand how God has equipped me to serve others. Please provide feedback about what I do best and how I relate to others. Please return the assessment as soon as you have completed it. Thanks!

<ul style="list-style-type: none"> Answer according to what seems true of the person most of the time, not what you would like them to be or think they should be. If you have seen this person involved and serving in a ministry, then describe your observations in that context. To what degree do these statements reflect this person's tendencies and behaviors?		Consistently / Definitely True	Most of the Time / Usually True	Some of the Time / Once in a While	Don't Know / Haven't Observed
A	Organizes tasks, people, or events that advance an opportunity or a cause; develops and implements effective strategies; plans and executes procedures.	3	2	1	0
B	Oversees development of new opportunities and initiatives; demonstrates a missionary and pioneering spirit; is culturally sensitive; builds up and develops others as leaders.	3	2	1	0
C	Uses skill or creativity to design or build; produces value or potential through workmanship; is resourceful and handy.	3	2	1	0
D	Provides meaningful expression through artistic talent; communicates creatively and imaginatively; develops and shares creative, innovative ideas.	3	2	1	0
E	Differentiates between good and evil, right and wrong; distinguishes intent, motive, or influence intuitively; perceives authenticity in others.	3	2	1	0
F	Encourages and reassures others; comforts and strengthens those who are discouraged and struggling; inspires and provides support.	3	2	1	0
G	Enthusiastically shares the Gospel and their faith; exhibits passion for instilling a belief in God in others.	3	2	1	0
H	Believes and trusts confidently in God; places all matters into God's hands willingly; inspires others to place their trust in God.	3	2	1	0
I	Gives of their resources graciously and without condition; donates money generously; sacrifices willingly for the benefit of others.	3	2	1	0
J	Joyfully lends support to meet the needs of others; gets involved through a hands-on approach; identifies needs and places significance on helping, often behind-the-scenes.	3	2	1	0
K	Helps others to feel at home by providing natural care and soul care through fellowship, food, or shelter; creates an environment of acceptance, safety, and trust; focuses on comforting and peacemaking.	3	2	1	0
L	Recognizes the needs of others and pleads with great confidence on their behalf; demonstrates reliability, sincerity, and spiritual sensitivity; conveys that it is an honor to intercede in prayer.	3	2	1	0
M	Shares Biblical insight prompted through the Spirit; provides clarity and understanding for others in matters of faith; effectively communicates and illuminates spiritual truth.	3	2	1	0
N	Motivates and directs people to work together toward a common goal; sees potential in others; instills enthusiasm, models values, and casts a vision for others to follow.	3	2	1	0
O	Demonstrates compassion through bringing help, relief, and comfort; shows an inclination toward those in need; provides love, grace, and dignity to others.	3	2	1	0
P	Nurtures, cares for, and gently encourages others; acts with patience; is protective and devoted; provides security for others through long-term guidance.	3	2	1	0
Q	Comprehends and effectively communicates through teaching; explains ideas in ways that create and develop understanding.	3	2	1	0
R	Practically and effectively provides clarity and wisdom to others; contributes enlightenment and offers perspective during challenges of life.	3	2	1	0
1. From those that you marked with a "3" (Consistently / Definitely True), indicate this person's 1st, 2nd, and 3rd most notable gifts by writing the corresponding letters in the spaces provided:		1	2	3	
2. If you are familiar with spiritual gifts, which have you seen most in this person's life? Note that these may not be the same gifts you indicated above.		1	2	3	
3. Are there any other observations or insights you have that would help this person better understand what they do best?					

* Note: Since this is a peer assessment, there may be gifts that peers will not perceive, yet may or may not be prevalent.