

The Antioch Journey

Gospel in Vocation *Assessment*

Introduction

We are living at a very special time in history. The stage is set for the culmination of the Great Commission in our generation. And in answer to the centuries of prayers that Jesus instructed in Matthew 9, more and more workers are being raised up for the ripe harvest fields.

Today, we are also seeing God at work in a new way. On one hand, many of the remaining unreached people groups live in places inaccessible to traditional missionaries. There is a great need for the Gospel to be unleashed in these areas. At the same time, God is placing a passion in the hearts of Christians around the world to utilize their God-given abilities and occupations to glorify Him and expand His Kingdom into all facets of society. We find ourselves at the confluence of these two trends, with a unique opportunity.

If we are to see communities and lives transformed through the power of the Gospel by Christians utilizing their vocations as an expression of the Great Commission, an army of disciples must be raised up who have intentionally integrated all aspects of their faith and practice, their occupation and every other dimension of their lives being natural outlets of ministry. Such people are able to connect their occupation and life mission, allowing the truth of God to flow into every arena of life, but are also capable of reproducing that ability into others—disciples that make disciples (2 Timothy 2:2).

The prophet Isaiah proclaimed, "Build up, build up, prepare the road! Remove the obstacles out of the way of my people." So, what is standing in the way of achieving this goal? In order to realize this vision, we must be able to identify, assess and equip vocational workers to engage in the Great Commission. This is where the Antioch Journey comes in.

The Antioch Journey was inspired by the New Testament church in Antioch. Not content with merely growing and blessing themselves, the leaders of the Antioch church sought out men like Paul and Barnabas, investing in them with the intention of launching them out as ambassadors for God's Kingdom. The Antioch Journey seeks just that. Designed to assist individuals and organizations who have a passion to multiply and deploy workers who pursue their vocation as mission throughout the world, the Antioch Journey provides a comprehensive set of tools, training, and coaching opportunities designed to identify, assess, and equip workers for fruitful Christ-centered service expressed through their occupations. This process is also intended to equip and engage people seeking to impact their local communities through their occupations.

To that end, we have developed the Antioch Journey as a "Global Framework For Transformation Through Vocation." Based on field experience, we have identified a set of competency categories upon which one can be assessed. Each category is further subdivided in order to develop a fuller picture of what is needed to be fruitful. For each competency, there is a corresponding assessment, the results of which lead to a customized development plan individually tailored for each person's anticipated role and objective. The development plan can then be fulfilled with pre-defined training options and follow-up coaching.

How to Use this Assessment

This assessment will be as effective as you make it. It is based upon your knowledge of yourself. You will get the best results if you are rigorously honest with yourself and if you solicit the opinions of others in coming to conclusions.

We encourage you to complete this entire assessment in one sitting. It will take approximately 2-3 hours to complete the initial assessment without listing extensive evidence. Adding evidence to each assessment section will likely take longer and can be completed later.

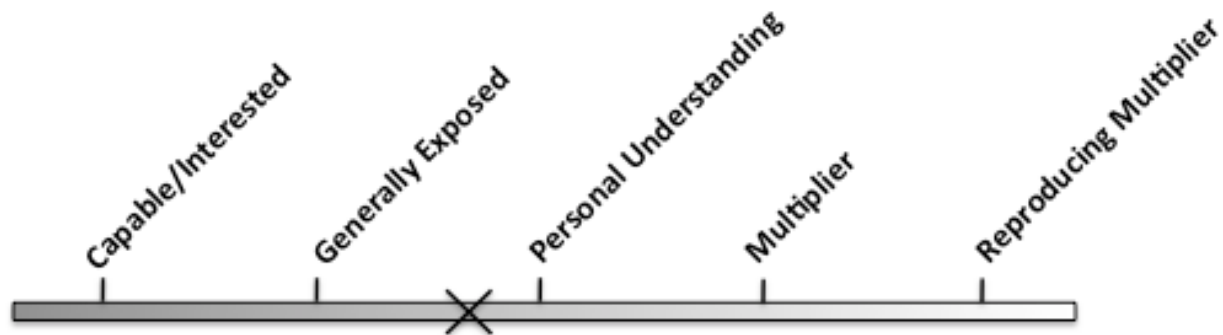
This assessment has four main categories:

1. The Biblical Story
2. Cultural Stories
3. Vocation & Calling
4. Personal Transformation & Character

Each of these categories has a summary description at the beginning of the section. Each category contains multiple sections, each with a specific competency assessment.

In each assessment, you will be asked to read through five descriptions and pick the one that best describes yourself. It is important that you **read all five** of the descriptions as each level builds upon the previous levels. The category titles for each level (Capable/Interested, Generally Exposed, Personal Understanding, Multiplier, Reproducing Multiplier) are not the important place to focus, as they are merely shorthand for the descriptions that follow.

In addition to selecting an appropriate description, you will be asked to place yourself on a scale of competency. You may place yourself anywhere on the scale; you do not have to select one of the levels. For example, you may mark as follows:



Each section will have an area for evidence on the back of the page to support your choice. You may write evidence in this section or attach it as a separate document. If you attach it separately, note the Category and Section number it pertains to.

The results of this assessment will be reported to you along with an Individualized Development Plan to give you specific guidance in areas where development is important for you.

This assessment is the first step in a journey to help both you and those around you be more effective at bringing gospel transformation to the world. Thank you for investing time in becoming more fruitful for the kingdom!

Before you Begin

Culture

At various points in this assessment the concept of **culture** is addressed. There are two common conceptions of culture that will lead to mistaken assessments.

First, many people conceive of culture primarily (or purely) in ethnic or national terms. So people will think of “American” or “Japanese” culture. Although there are certainly things that can be learned from conceiving of culture in this manner, this assessment has a broader definition that encompasses much more than just ethnic culture. So, culture as defined here can be individual culture, family culture, a specific business culture, a specific city/town/village/neighborhood culture, or a people group culture. As you proceed through the assessment, keep that in mind as the term is introduced.

Second, many people conceive of culture as almost exclusively dealing with superficial realities, things such as language, food, and habits. In this assessment, however, culture includes not only those superficial areas but the deeper areas of how and why people think and behave the way they do.

Story and Worldview

Those familiar with the concept of **worldview** may be expecting questions related to that subject. For various reasons, we have chosen primarily to use the concept of *story* instead. These two ideas are inter-related, but we believe that **story** provides a better description of the way people actually think. People rarely, if ever, think in pure abstraction (e.g. “God is all powerful”) but instead see those abstractions as part of a larger story (e.g. “God is powerful because He created all things, including me.”)

Everyone believes in a story (or multiple stories) that provides a context for interpreting all of life. Stories give meaning and understanding to all of life. Everyone has some concept of the beginning, of what has gone wrong, of how it can (or can’t) be fixed, and of how everything will end. These are the essential components of a story. This story then gives shape to the concepts that we normally associate with *worldview*.

So in this assessment, the concepts normally associated with *worldview* will be dealt with under the heading of *story* instead.

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Category 1: The Biblical Story

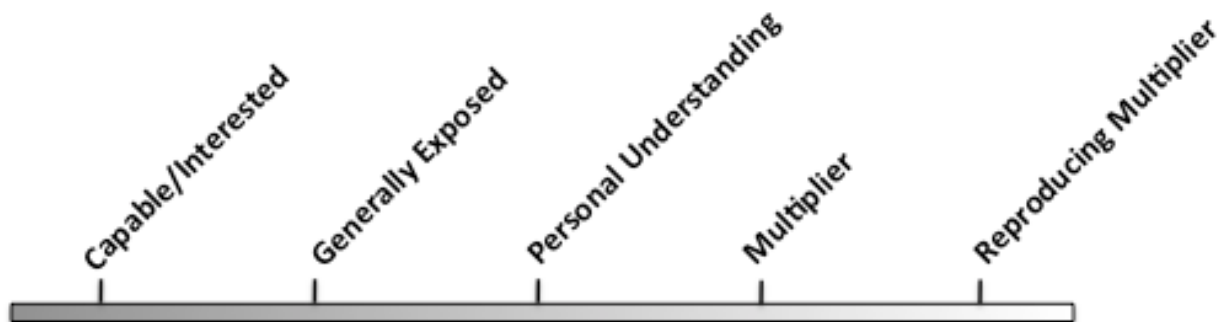
This competency category demonstrates an ability to understand the comprehensive biblical story from Creation to New Creation and the ability to apply that understanding into all areas of one's personal life and society as a whole. In particular, applying the concepts of kingship and kingdom of God into those areas.

Section 1: Big Picture

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I think the Bible tells a complete story and I understand that it's important to everyday life, but I don't feel much confidence to accurately convey a good understanding of the whole story, or its major parts, to someone else.
- Generally Exposed** - I am able to communicate the primary parts of the biblical story (Creation, Fall, Redemption, New Creation), showing key places in the Bible where they are communicated, and I can explain to someone else why stories are important.
- Personal Understanding** - I am familiar with both the Old and New Testament and am familiar with how the sections of Scripture relate to each other and the whole. I can explain most parts of the biblical story and have been able to help others understand them in circumstances where I have had someone else who can help me, or with limited assistance from other resources.
- Multiplier** - I can explain how the whole Bible and each of its parts communicate the story of God, and I have taught or otherwise multiplied that understanding in others up to at least the *Personal Understanding* level. I know that others have at least a basic understanding of the biblical story because of my influence in their life.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Please provide example(s) demonstrating ways you have showed competency in the option you selected on the previous page:

Section 2: Impact/Implications

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I am aware that there are practical implications for each part of the biblical story (Creation, Fall, Redemption, New Creation).
- Generally Exposed** - I am able to list practical implications for each part of the biblical story.
- Personal Understanding** - With assistance I am able to teach or otherwise multiply understanding of how to think/teach through various issues using the biblical story as a framework.
- Multiplier** - I am able to teach or otherwise multiply understanding and practice of how to think/teach through multiple issues using the biblical story as the framework up to at least the *Personal Understanding* level and I can apply the biblical story to previously uncharted areas of my life.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above and am able to bring the biblical story to bear in any area of life.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

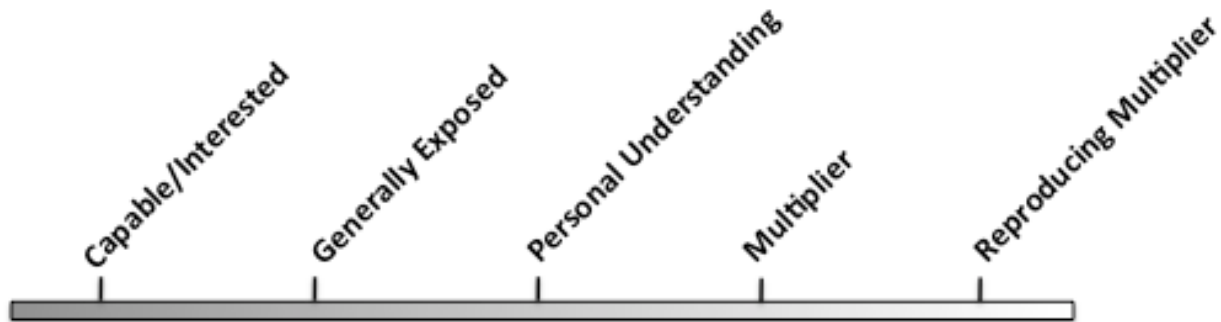


Section 3: Comprehensive Personal Application

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware that the biblical story should come to bear in every area of one's life.
- Generally Exposed** - I am able to list and explain at least 8 areas of life and I'm aware that scripture comes to bear in all areas (*Please list at least 8 areas in the space provided below*).
- Personal Understanding** - With assistance I am able to teach or otherwise multiply understanding of how the biblical story comes to bear in at least 8 areas of life (*Please list at least 8 areas along with examples of multiplication in the space provided below*).
- Multiplier** - I am able to teach or otherwise multiply understanding and practice of how the biblical story impacts at least 8 areas of life up to the *Personal Understanding* level and can help people assess those areas of life (*Please list at least 8 areas along with examples of multiplication and assessment in the space provided below*).
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above; I am able to create new means of assessing those areas of life (*Please list at least 8 areas along with examples of multiplication and assessments you've created in the space provided below*).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

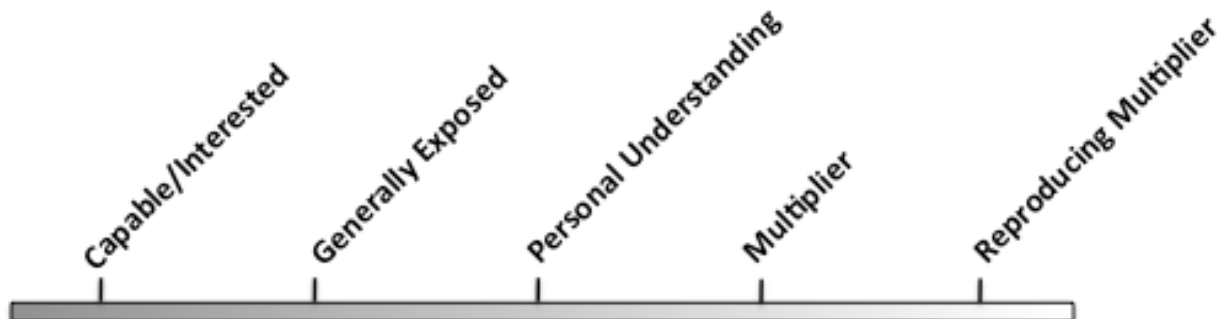


Section 4: Comprehensive Societal Application

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware that the biblical story should come to bear in every aspect of society.
- Generally Exposed** - I am able to list and explain at least 10 aspects of society and I am aware that scripture comes to bear in all of them (*Please list at least 10 aspects in the space provided below*).
- Personal Understanding** - With assistance I am able to teach or otherwise multiply understanding of how the biblical story comes to bear in at least 10 aspects of society (*Please list at least 10 aspects and examples of multiplication in the space provided below*).
- Multiplier** - I am able to teach or otherwise multiply understanding and practice of how the biblical story impacts at least 10 aspects of society up to at least the *Personal Understanding* level and can help people assess aspects of society (*Please list at least 10 aspects and examples of multiplication and assessment in the space provided below*).
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above; I am able to create new means of assessing aspects of society (*Please list at least 10 aspects and examples of multiplication and assessments you've created in the space provided below*).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Category 2: Cultural Stories

This competency category focuses on accurate, efficient, and winsome interactions in complex cultural situations. The three main areas of this competency are: 1) Cultural Acquisition, 2) Cultural Analysis, and 3) Intercultural Communication. This entails the ability to enter varied cultural situations, acquire cultural information (i.e., the cultural story), analyze that information accurately, and then use that information to interact and communicate accurately, efficiently, and winsomely. Cultural self-awareness and a humility expressed as a cultural learner are foundational competencies to achieve this type of interaction.

In this discussion, “culture” refers to any level of human interaction (e.g., individual, family, business, city, people group).

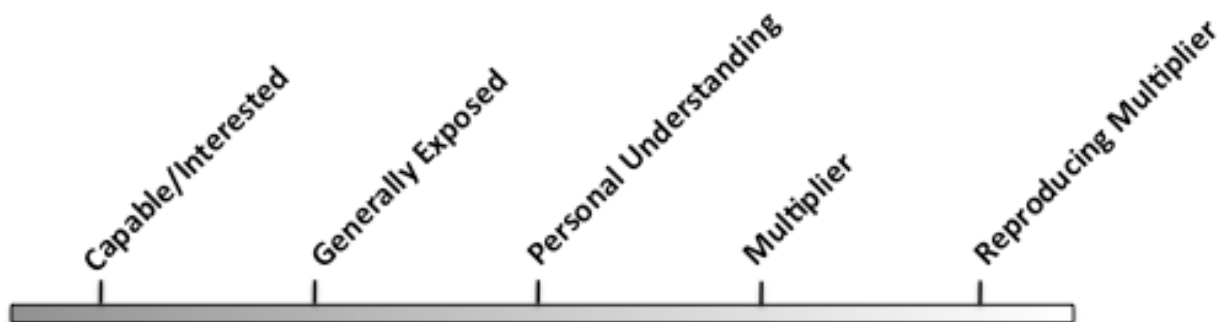
Section 1: Cultural Acquisition

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand that Cultural Acquisition, the ability to learn a culture* new to me, is a learned skill. However, I do not feel confident in my ability to do this.
- Generally Exposed** - I am able to list some strategies for how one might learn the story of a particular culture*, but I am not confident in my ability to implement these strategies well.
- Personal Understanding** - I am both able to learn the story of a particular culture* and with assistance able to teach or otherwise multiply this ability
- Multiplier** - I am able to teach or otherwise multiply in others strategies for learning the story of any given culture* up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



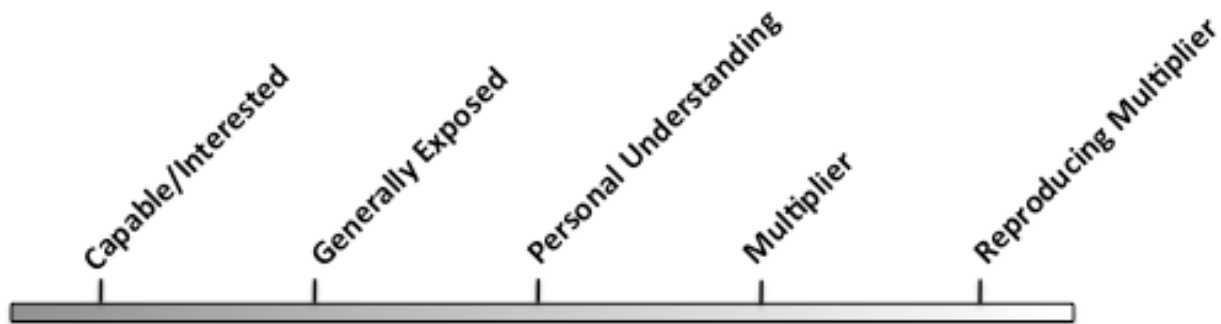
Section 2: Cultural Analysis

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand that cultural analysis, the ability to identify trends and understand the story of a particular culture*, is a learned skill. However, I do not feel confident in my ability to do this.
- Generally Exposed** - I am able to identify some trends based upon cultural acquisition, but I am not confident in my ability to identify these trends and develop the story of a culture* well.
- Personal Understanding** - I am able to tell the story of a given culture* and note trends based upon cultural acquisition and with assistance I am able to teach or otherwise multiply this ability.
- Multiplier** - I am able to teach or otherwise multiply in others the ability to identify, explain, and tell the story of a culture* based upon cultural acquisition up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



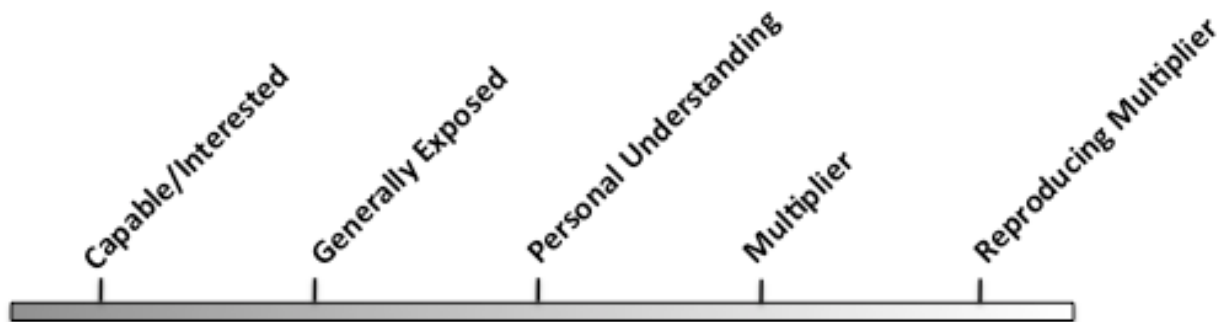
Section 3: Cultural Self-Awareness

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand that cultural* self-awareness is important. However, I am uncertain how culturally* self-aware I am.
- Generally Exposed** - I am mildly self-aware culturally*, and I understand the issues involved at an introductory level, but I know I still have areas where I am culturally* ignorant.
- Personal Understanding** - I am culturally* self-aware and with assistance I have the ability to increase cultural* self-awareness in others.
- Multiplier** - I am very culturally* self-aware and have a significant ability to increase cultural* self-awareness in people from diverse cultural* backgrounds up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I am very culturally* self-aware and I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Section 4: Cultural Learner/Critic

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

Being a Cultural Learner or Cultural Critic is the mindset with which you engage new people and situations.

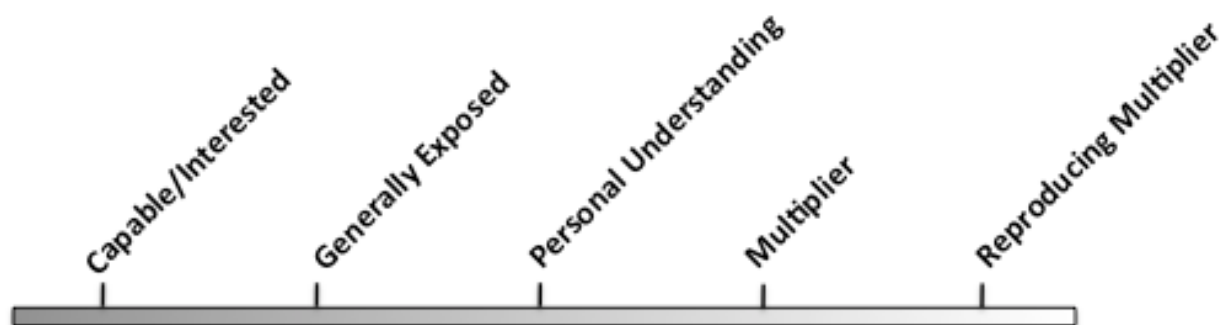
*A **Cultural Critic** interprets and evaluates people and situations through the lens of his/her own cultural perspective.*

*A **Cultural Learner** attempts to first understand people and situations through the other’s cultural perspective and then interprets and evaluates through that cultural lens.*

- Capable/Interested** - I was aware of the differences between a Cultural Learner and a Cultural Critic prior to reading the definitions above. However, I am not able to list three characteristics of each and am not confident that I regularly exhibit the characteristics of a Cultural Learner. I might be a Cultural Critic.
- Generally Exposed** - I am able to list at least three characteristics of a Cultural Learner and Cultural Critic, but I am not confident that I regularly exhibit the characteristics of a Cultural Learner. I might be a Cultural Critic.
- Personal Understanding** - I am able to list and explain at least three characteristics of a Cultural Learner and Cultural Critic and with assistance able to teach or otherwise multiply this understanding; I demonstrate some of the characteristics of a Cultural Learner.
- Multiplier** - I am able to teach or otherwise multiply in others understanding of at least three characteristics of a Cultural Learner and Cultural Critic, up to at least the *Personal Understanding* level, in various contexts and bring appropriate application; I model the characteristics of a Cultural Learner.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above; I model the characteristics of a Cultural Learner.

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Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Section 5: Primary Cultural Drivers of Worldviews

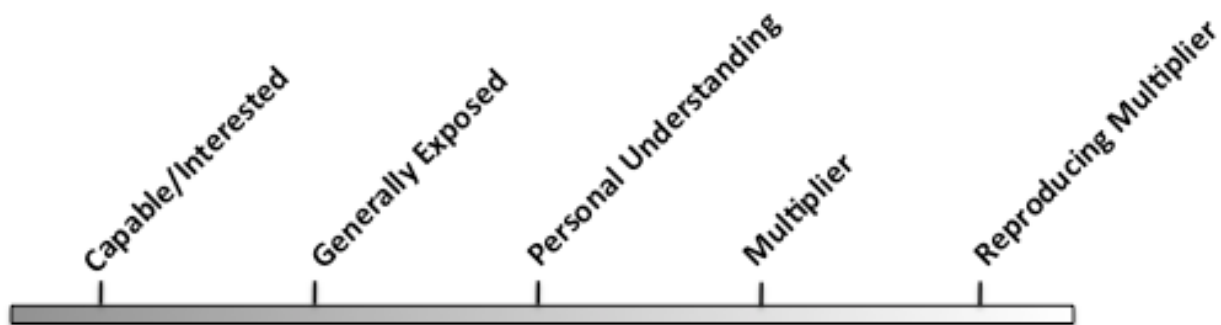
Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

In this section, the 3 Primary Cultural Drivers of Worldviews are:

1. Honor / Shame
2. Guilt / Innocence
3. Power / Fear

- Capable/Interested** - I am aware of each of the 3 Primary Cultural Drivers of Worldviews and can list them. However, I do not feel confident explaining any of them or able to understand my personal worldview in these terms.
- Generally Exposed** - I am able to list the 3 Primary Cultural Drivers of Worldviews and can cite characteristics of each, but I do not feel confident explaining their characteristics and implications. I somewhat understand my personal worldview in these terms.
- Personal Understanding** - I am able to present and explain the 3 Primary Cultural Drivers of Worldviews and explain their characteristics and implications. With assistance I am able to teach or otherwise multiply this understanding; I am keenly aware of characteristics of my own worldview.
- Multiplier** - I am able to teach or otherwise multiply in others understanding of the 3 Primary Cultural Drivers of Worldviews up to at least the *Personal Understanding* level in various contexts and bring appropriate application; I am able to increase awareness in others of the characteristics of their worldview.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above; I am able to create new applications of these concepts.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



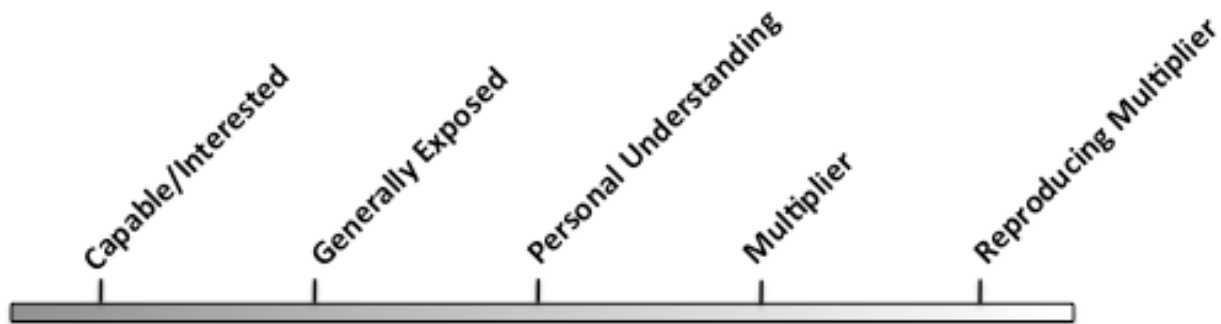
Section 6: Cultural Polarities

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware of Cultural Polarities (e.g. Relational vs. Transactional or Direct Communication vs. Indirect Communication) and can list some of them. However, I do not feel confident explaining them to others.
- Generally Exposed** - I am able to list and cite characteristics of at least 12 Cultural Polarities, but I am not confident in my ability to explain them to others.
- Personal Understanding** - I am able to present and explain at least 12 Cultural Polarities. With assistance I am able to teach or otherwise multiply this understanding; I am aware of my own cultural polarity characteristics.
- Multiplier** - I am able to teach or otherwise multiply in others understanding of at least 12 Cultural Polarities up to at least the *Personal Understanding* level in various contexts and bring appropriate application; I am able to increase awareness in others of their cultural polarity characteristics.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above; I am able to create new applications of these concepts.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



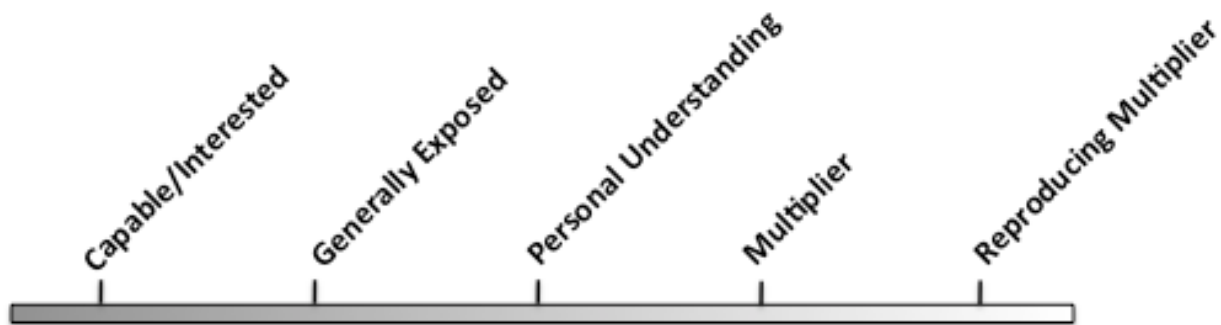
Section 7: Intercultural Communication

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware that different cultures* communicate (both verbally & non-verbally) within a broad spectrum. However, I do not feel confident in my ability to communicate in cultures* unfamiliar to me.
- Generally Exposed** - I understand some cultural* variance and know that there is the need to adjust behaviors and interpretation in order for understanding to occur, but I am not confident in my ability to do this.
- Personal Understanding** - I am able to interact and communicate accurately, efficiently, and winsomely in varied cultural* situations on the basis of acquired cultural* information that has been analyzed and interpreted correctly. With assistance I am able to teach or otherwise multiply this ability.
- Multiplier** - I am able to teach or otherwise multiply in others the ability to interact and communicate accurately, efficiently, and winsomely in varied cultural* situations on the basis of acquired cultural* information that has been analyzed and interpreted correctly up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Category 3: Vocation & Calling

This competency category encompasses the knowledge, skills, and abilities necessary to be effective at bringing gospel transformation into various areas of society, most notably the workplace.

This includes skills and abilities that are necessary to be effective, but are outside the scope of this training, including: 1) **Vocational** skill sets appropriate to the occupational field and specific job (e.g. a manager will need to have management skills evaluated); and 2) **Linguistic** or **Language** skills appropriate to the target situation.

Section 1: Professional Ability

Check the box next to the statement that best describes your current level of competency for this section.

- None – I have little to no training or experience in my trade or field.
- Novice (or equivalent) – I have some training in my trade or field, but am not currently in a formal or informal training program to become fully educated in my trade or field.
- Apprentice (or equivalent) – I am in formal or informal training to become fully educated in my trade or field.
- Journeyman (or equivalent) – I have completed an apprenticeship or equivalent training. I am fully educated in my trade or field, but not yet a master.
- Master (or equivalent) – I am considered by others to be a master of my trade or field.

Section 2: Job-Specific Competencies

For this section, you will need to work together with your current or potential supervisor or an experienced field worker to determine what Job-Specific Competencies will be required. Enter the top 3 competencies here and rate yourself on each one based on the following categories:

Example Competencies: Leading People (for a manager), Patient Care (for a doctor or nurse), or Lesson Planning (for a teacher)

Competency #1: _____

- Incapable
- Learning
- Capable
- Very Capable
- Expert

Please provide example(s) or certification demonstrating ways you have showed competency in the option you selected above:

Competency #2: _____

- Incapable
- Learning
- Capable
- Very Capable
- Expert

Please provide example(s) or certification demonstrating ways you have showed competency in the option you selected above:

Competency #3: _____

- Incapable
- Learning
- Capable
- Very Capable
- Expert

Please provide example(s) or certification demonstrating ways you have showed competency in the option you selected above:

Please provide any additional information / evidence / certification that is pertinent to this entire section:

Section 3: Language / Linguistic Ability

Check the box next to the description that best describes your current level of competency in the language that you will be using in your target location. If there will be multiple languages, note that below with your level of competency in each.

If you are unfamiliar with these levels or descriptions, definitions can be accessed from various websites.

Language(s): _____

- ILR0 or CEFR-A1 (No Proficiency)
- ILR1 or CEFR-A2 (Elementary Proficiency)
- ILR2 or CEFR-B1 (Limited Proficiency)
- ILR3 or CEFR-B2 (Professional Proficiency)
- ILR4/ILR5 or CEFR-C1/C2 (Full Professional/Bilingual or Native Proficiency)

Please provide evidence or rationale for the option you selected above:

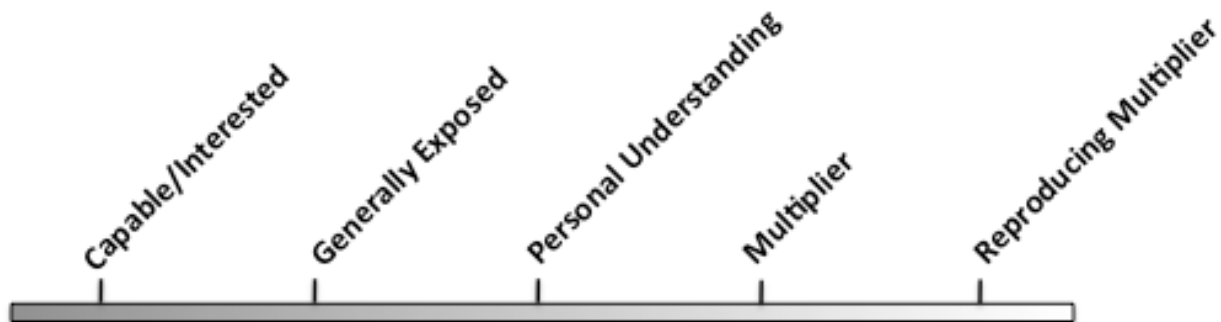
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Section 4: Understand Calling, Vocation, and Mission

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I understand that, as a believer, God has a calling on my life. However, I would have a difficult time describing exactly what that is and how my work is part of that calling.
- Generally Exposed** - I understand that the nature of my work itself can be a biblical calling. However, I do not feel confident in describing how different work situations are a calling from God.
- Personal Understanding** - I am able to explain how all vocations are callings from God. I am able to describe how my particular vocation is a calling from God. With assistance, I am able to teach or otherwise multiply in others this ability and understanding.
- Multiplier** - I am able to teach or otherwise multiply the ability to explain how vocation is a calling from God up to at least the *Personal Understanding* level. I model the implications of this understanding.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above. I am in a position in which I regularly model and discern new implications of this understanding.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



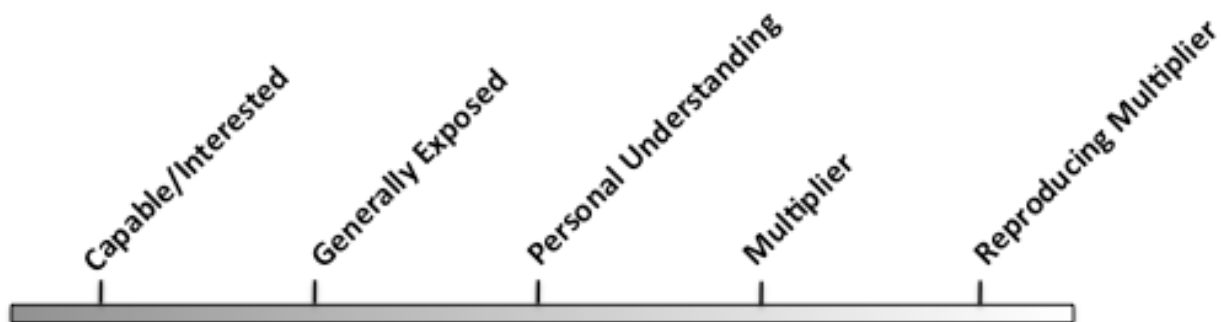
Section 5: Primary & Secondary Vocations

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

In this section, “vocation” does not refer solely to a person’s job. In this section “**Primary**” vocation refers to all believers’ calling to glorify God with their lives. “**Secondary**” vocations are all the contexts in which believers are to live out that primary calling. Some examples of Secondary vocations are occupational calling / job, friend, mother/father, brother/sister, husband/wife, neighbor, etc.

- Capable/Interested** - I understand God’s primary calling/vocation for all believers. However, I do not feel confident explaining that to others or how it relates to other parts of life.
- Generally Exposed** - I understand the difference between primary and secondary callings/vocations. However, I do not feel confident explaining how they interrelate or able to explain it to others.
- Personal Understanding** - I am able to explain how primary and secondary callings/vocations interrelate. With assistance I can teach or otherwise multiply this ability.
- Multiplier** - I am able to teach or otherwise multiply the ability to explain God’s primary calling for believers and how secondary callings provide a context for that calling up to at least the *Personal Understanding* level. I model the implications of this in my life.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above. I am in a position in which I regularly model and discern new implications of this reality.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

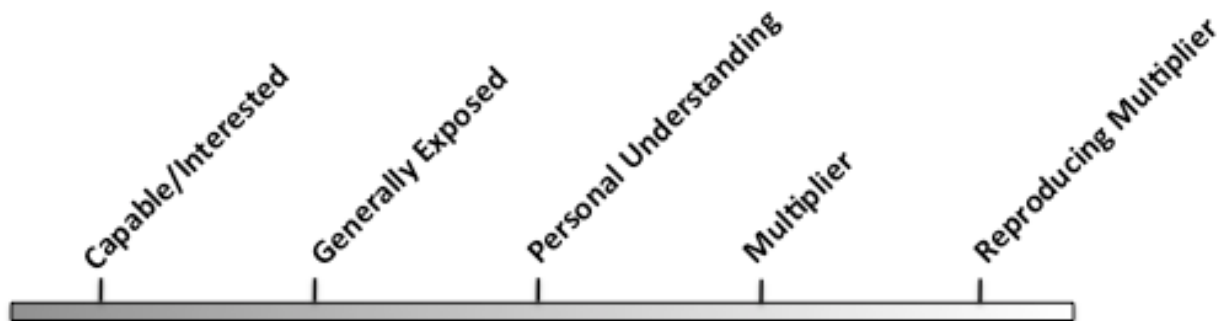


Section 6: Identify Lies & Bring Truth

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand conceptually that there are lies that permeate every profession in every culture*. However, I am not confident that I could identify many.
- Generally Exposed** - I am able to identify where the lies are in my specific professional field in one cultural context. However, I am not confident that I could do so in other fields or other cultural contexts.
- Personal Understanding** - I am able to identify the lies and replace them with appropriate biblical truth in my specific professional field in one cultural context. With assistance I can teach or otherwise multiply this ability.
- Multiplier** - I am able to both identify the lies and replace them with appropriate biblical truth in multiple professional fields in various cultural contexts with appropriate acquired cultural information. I am able to teach or otherwise multiply this ability in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

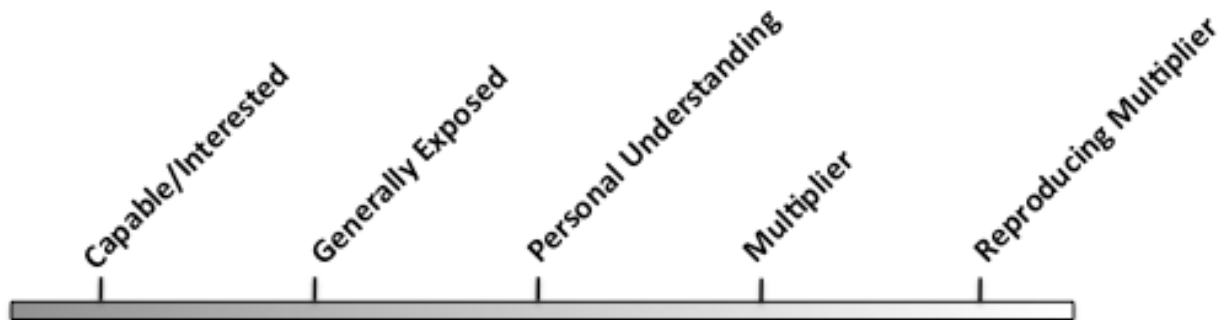


Section 7: Conformation vs. Transformation

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand the difference between conformation and transformation in a vocational sense. However, I am not confident explaining it or showing where it is evidenced in any professional field.
- Generally Exposed** - I understand and can explain where both conformation and transformation are evidenced in my professional field in one cultural context. However, I am not confident to bring transformation into that context.
- Personal Understanding** - I am able to develop and explain a strategy for bringing transformation to my specific professional field in one cultural context. With assistance I can teach or otherwise multiply this ability.
- Multiplier** - I am able to develop and explain strategies for bringing transformation to multiple professional fields in various cultures. I am able to teach or otherwise multiply in others this ability up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I am able to create new strategies for bringing transformation and I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



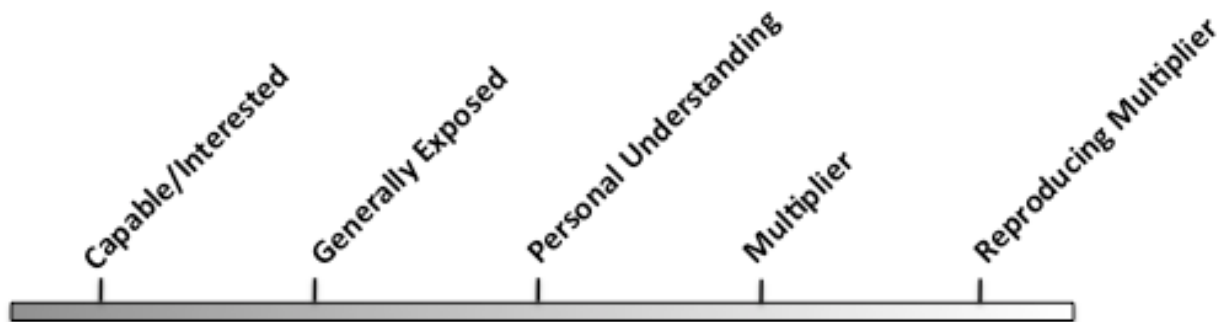
Section 8: Stories in Redemptive Tension – Affirming

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand that the biblical story will always affirm some aspects of a cultural* story. However, I am not confident in my ability to identify specific ways this is true in a particular culture*.
- Generally Exposed** - I am able to identify some particular aspects of the biblical story that are affirming in a particular culture*.
- Personal Understanding** - I am able to identify extensive aspects of the biblical story that are affirming in a particular culture*. With assistance I am able to teach or otherwise multiply in others this ability.
- Multiplier** - I am able to identify extensive aspects of the biblical story that are affirming in various cultures* and multiply this ability in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



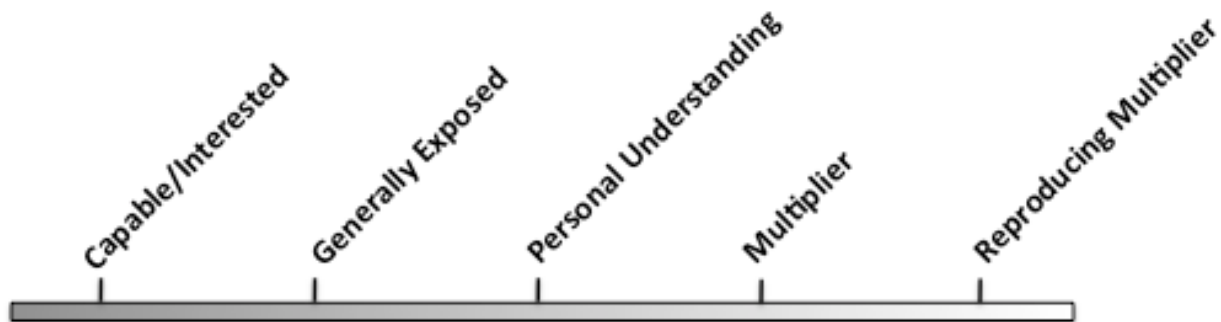
Section 9: Stories in Redemptive Tension – Challenging

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand that the biblical story will always challenge some aspects of a cultural* story. However, I am not confident in my ability to identify specific ways this is true in a particular culture*.
- Generally Exposed** - I am able to identify some particular aspects of the biblical story that are challenging in a particular culture*.
- Personal Understanding** - I am able to identify extensive aspects of the biblical story that are challenging in a particular culture*. With assistance I am able to teach or otherwise multiply in others this ability.
- Multiplier** - I am able to identify extensive aspects of the biblical story that are challenging in various cultures* and multiply this ability in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



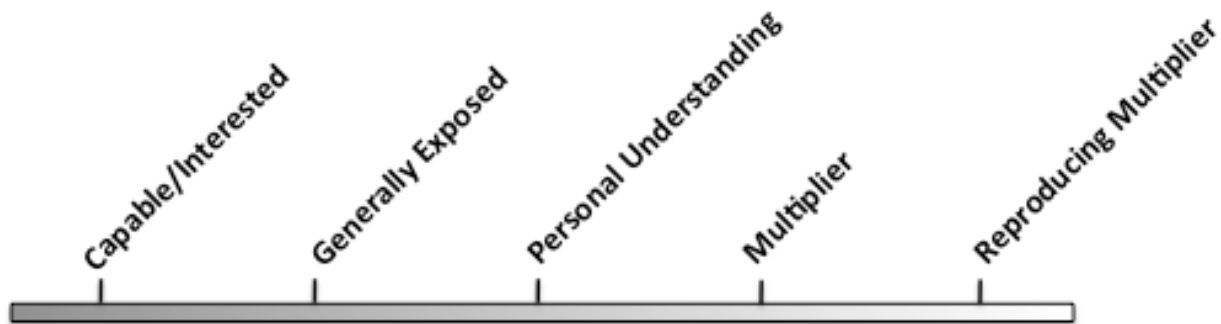
Section 10: Strategies for Meaningful Engagement

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I understand that there is no universal strategy to engage a particular culture* but that strategies for engagement vary with culture*. However, I am not confident that I understand those strategies or am able to implement them.
- Generally Exposed** - I understand that strategies for engagement vary based upon the relationship between the biblical story and the story of a particular culture*. However, I am not confident that I understand those strategies or am able to implement them.
- Personal Understanding** - I am able to implement strategies that will be most effective in a particular culture* based upon both the particular cultural* story & the biblical story. With assistance I am able to teach or otherwise multiply in others this ability.
- Multiplier** - I am able to produce and implement effective strategies for engagement based upon the both the particular cultural* story & the biblical story in various cultures*. I am able to teach or otherwise multiply this ability in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

***NOTE:** As stated earlier, “culture” here is not just “ethnic” culture nor is it strictly language, food, or habits, but can be applied at any level (e.g., individual, family, business, city, people group).

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Category 4: Personal Transformation & Character

This competency demonstrates Christian maturity in every aspect of their person as a vital member of a local body of believers. This includes spiritual disciplines, character, stewardship, faithfulness, submission, service, healthy relationships, and wisdom.

Included in this is the ability to articulate their personal story of transformation and an adequate self-awareness (e.g., psychometrics).

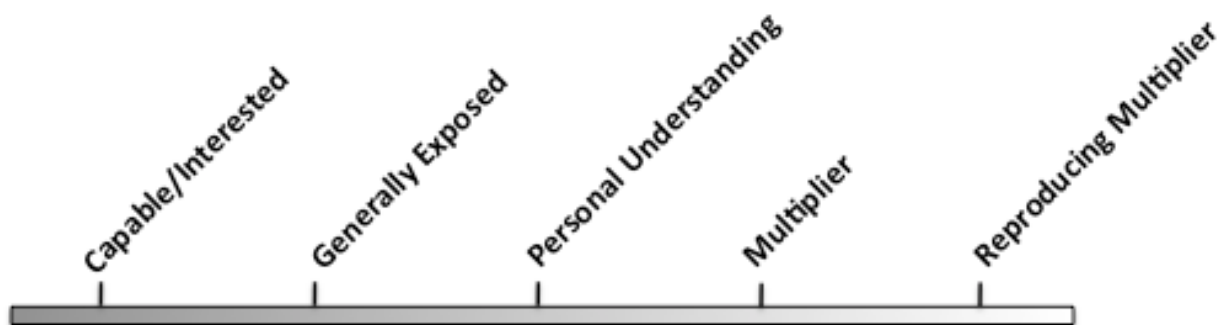
Section 1: Inward Spiritual Disciplines

Spiritual Disciplines are many and varied. Individuals will usually be stronger in some and weaker in others. Please give an overall assessment of your competency. If there are specific disciplines that vary significantly from the overall assessment, please include that in the area below.

As a minimum please consider the following inward Spiritual Disciplines: Regular Bible Reading / Study, Prayer, Listening to God, and Fasting. Note that some specific outward disciplines are integrated into other assessments below.

- Capable/Interested** - I am aware of the need for/desirous of spiritual disciplines. However, I do not regularly practice them.
- Generally Exposed** - I demonstrate growth in a regular commitment to spiritual disciplines
- Personal Understanding** - I demonstrate a daily commitment to spiritual disciplines. With assistance I am able to teach or otherwise multiply in others this commitment.
- Multiplier** - I demonstrate exemplary daily commitment to spiritual disciplines that is regularly emulated by others. I am able to teach or otherwise multiply in others this commitment up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



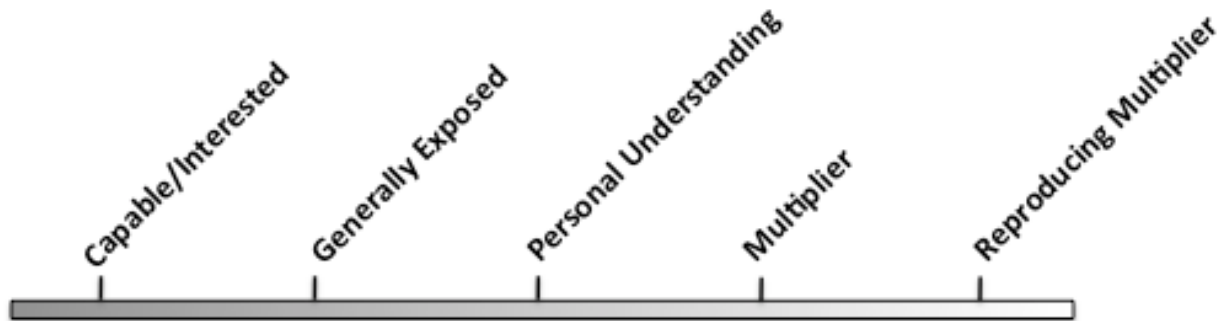
Please provide example(s) demonstrating ways you have showed competency in the option you selected above. Also include any additional information you think would be pertinent to this section:

Section 2: Character & Conduct

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I am aware of the need for/desirous of a fundamental Christ-like character and conduct of life necessary for a Christian. However, I do not regularly demonstrate such character and conduct.
- Generally Exposed** - I demonstrate a growing Christ-like character and conduct of life necessary for a Christian.
- Personal Understanding** - I demonstrate a thorough, consistent Christ-like character and conduct of life necessary for a Christian. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I demonstrate a thorough, consistent Christ-like character and conduct of life that is regularly emulated by others. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Please provide example(s) demonstrating ways you have showed competency in the option

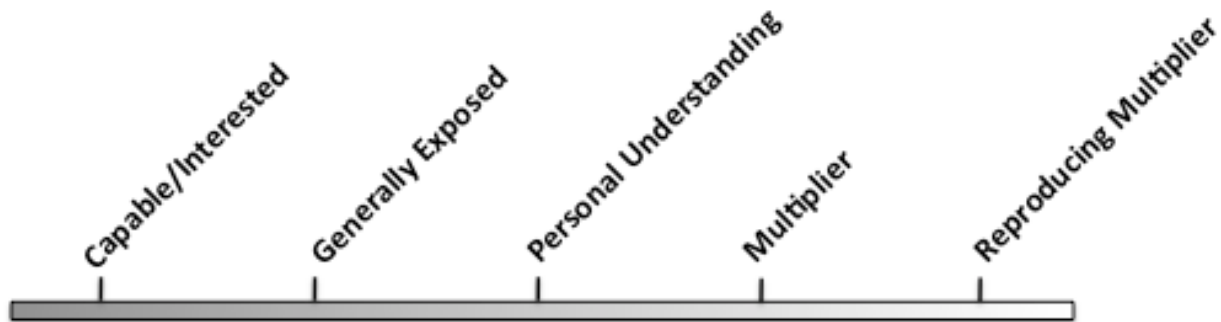
Section 3: Stewardship

Stewardship includes many different areas. At a minimum, please consider time, money, tangible goods, knowledge, and relationships.

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I am aware of the need for/desirous to use all my resources, including time, money, tangible goods, knowledge, and relationships, as God the owner intends. However, I do not regularly demonstrate such stewardship.
- Generally Exposed** - I demonstrate a growing maturity in the use of all my resources as God the owner intends.
- Personal Understanding** - I demonstrate a regular wise use of all my resources as God the owner intends. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I demonstrate an exemplary use of all my resources as God the owner intends that is regularly emulated by others. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

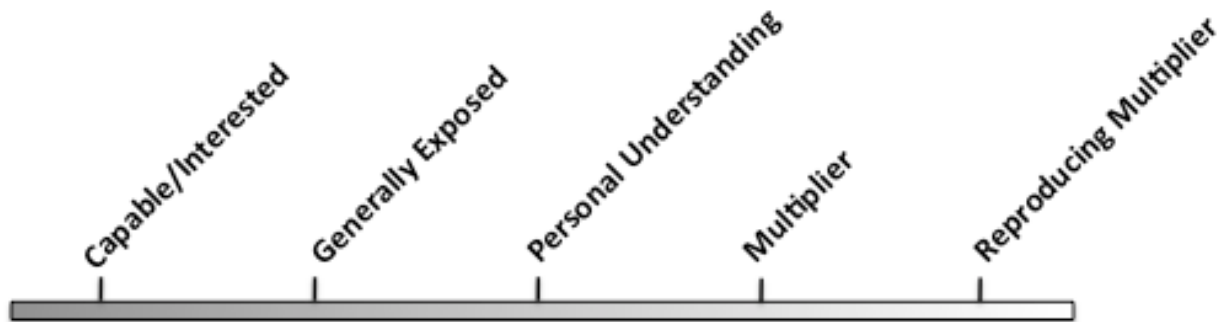


Section 4: Submission

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware of the need for/desirous to submit to local church leadership, fellow believers, governing authorities, employers, and household relationships. However, I do not regularly demonstrate such submission.
- Generally Exposed** - I demonstrate a growing maturity in submission to local church leadership, fellow believers, governing authorities, employers, and household relationships.
- Personal Understanding** - I demonstrate a consistent, thorough submission to local church leadership, fellow believers, governing authorities, employers, and household relationships. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I demonstrate an exemplary submission to local church leadership, fellow believers, governing authorities, employers, and household relationships in a manner that can be emulated by others. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

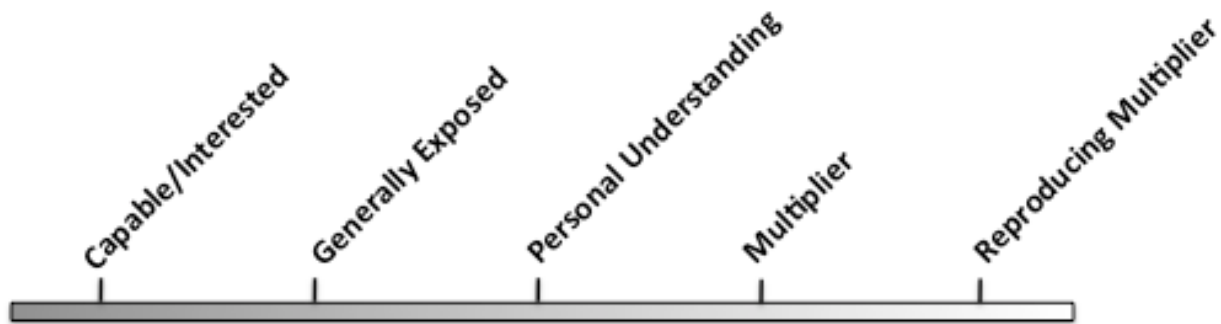


Section 5: Service

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I am aware of the need for/desirous to perform selfless acts of care and provision for the true needs of others. However, I do not regularly demonstrate such service.
- Generally Exposed** - I demonstrate a growing maturity to humbly and selflessly care and provide for the true needs of others.
- Personal Understanding** - I demonstrate a regular habit of humbly and selflessly caring and providing for the true needs of others. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I demonstrate an exemplary practice of humbly and selflessly caring and providing for the true needs of others. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

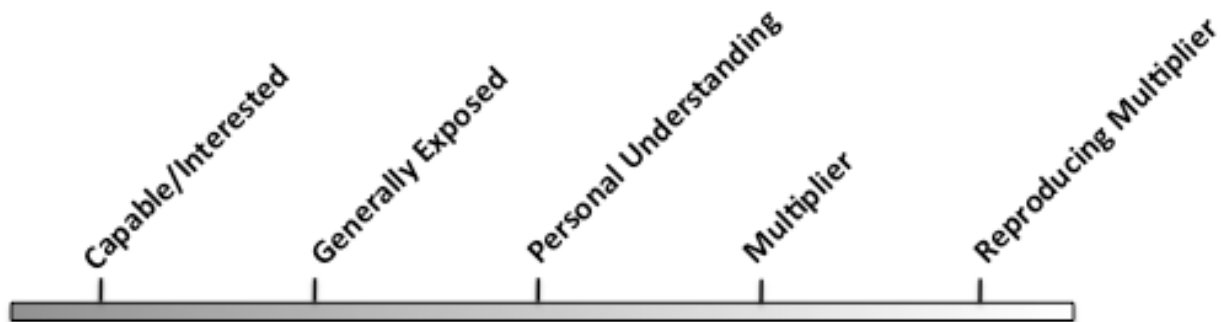


Section 6: Relationships

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I am aware of the need for/desirous to interact in love, care, service, honor, and purity with others. However, I do not regularly demonstrate such interactions.
- Generally Exposed** - I demonstrate a growing maturity to interact in love, care, service, honor, and purity toward others.
- Personal Understanding** - I regularly interact with others in love, care, service, honor, and purity. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I demonstrate an exemplary practice of interacting with others in love, care, service, honor, and purity. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

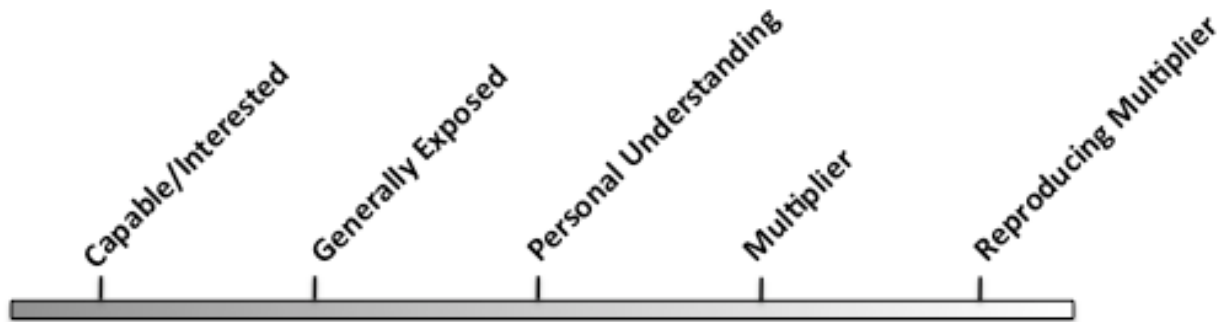


Section 7: Wisdom

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. "Personal Understanding" includes the competency of "Generally Exposed" and "Capable/Interested").

- Capable/Interested** - I am aware of the need for/desirous to apply God's wisdom to life. However, I do not regularly demonstrate such wisdom.
- Generally Exposed** - I am able to apply God's wisdom in most areas of life.
- Personal Understanding** - I am able to regularly apply God's wisdom to every area of life. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I demonstrate an exemplary practice of applying God's wisdom to every area of life. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

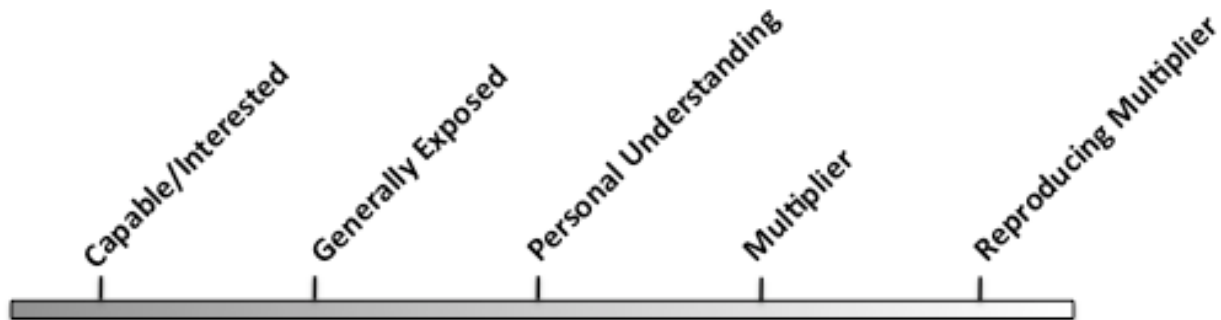


Section 8: Personal Story of Transformation

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware that I have a personal story of transformation. However, I am not confident in articulating it.
- Generally Exposed** - I am able to articulate key points of my personal story of transformation.
- Personal Understanding** - I am able to clearly communicate my personal story. With assistance I am able to teach or otherwise multiply this in others.
- Multiplier** - I am able to freely communicate my personal story. I am able to teach or otherwise multiply this in others up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:



Section 9: Personality Self-Awareness

Check the box next to the statement that best describes your current level of competency for this section. **Each subsequent level includes the competency of the previous level(s)** (e.g. “Personal Understanding” includes the competency of “Generally Exposed” and “Capable/Interested”).

- Capable/Interested** - I am aware that I have particular personality characteristics. However, I am not aware of what my particular personality characteristics are.
- Generally Exposed** - I am mildly aware of my particular personality characteristics. I understand issues involved at an introductory level.
- Personal Understanding** - I am aware of my particular personality characteristics. With assistance I am able to increase this awareness in others.
- Multiplier** - I am very aware of my particular personality characteristics and have a significant ability to increase self-awareness in a diversity of people up to at least the *Personal Understanding* level.
- Reproducing Multiplier** - I am very aware of my particular personality characteristics and I have equipped others to the *Multiplier* level of competency or above.

Based on the categories / descriptions above, place a mark on the following scale that best describes your ability:

