



## Christian Leader's Whole-Person Wellness Instrument

(Revised: September 2007)

### How to Use This Resource

- A wide range of carers are now using this instrument. Each person will use it in ways they consider appropriate.
- In mentoring sessions I use the first meeting to get acquainted and assess the mentoree and their situation.
- I then introduce this resource in the second or third session. A photocopy of the completed work is then brought to the following session.
- Before asking if they would agree to complete it, I always let the mentoree scan the form; then explain its purpose, how it will be used and their control over how much will be revealed.
- After receiving a photocopy of the completed work I evaluate it between sessions, noting aspects which can be affirmed and those which need ongoing attention. In the next session we commence by celebrating God's grace evidenced in their strengths. I then present a list of the areas on which I consider we need to work and usually ask them with which they wish to commence.
- Some aspects may require intensive ongoing attention while others I may raise from time to time, to ensure issues are being dealt with.
- Some mentorees have asked close colleagues or friends to reflect on the questions as they relate to the mentoree. These findings have then been shared with me. This introduces an objectivity into the process.

### Background and Acknowledgements

- Paul Wetham, senior lecturer in counselling and ethics at the School of Psychology, University of South Australia, initiated the idea for this resource when he shared with me a "Wellness Wheel" he had been using in his work.
- The items under each section include modifications of some of Paul's original work, the National Church Life Survey findings on leadership and a few items from Mereym and Greg Brown's "Spiritual Director's Issues Guide" (included in the Appendix of my book on mentoring: "Mentoring To Develop Disciples And Leaders" – Open Book).
- Paul & Libby Whetham, Greg & Meryem Brown, Geoff & Penny Kempster, John & Beth Allison, Pirooska Vranjakne-Feith, Mary Butler (my secretary) and my son Paul all made helpful suggestions incorporated in the original and in various revisions.
- An earlier version was released at The Australian Clergy Carers Conference in Melbourne in January, 2003.

-- John Mallison (email: [john@johnmallison.com](mailto:john@johnmallison.com)). January 2007

**Mentoring Book:** Copies of John Mallison's best-selling book *Mentoring to Develop Disciples and Leaders* (Open Book) can be purchased at Christian bookshops in Australia or via this website.



## Christian Leader's Whole-Person Wellness Leadership Development Instrument<sup>®</sup>

(Revised September 2007.)

### Worksheets

#### How to use this instrument

- Rate each item (1 = much room to improve, 10 = completely satisfied/change nothing). Mark your highest (“H”) and lowest (“L”) items then in each section reflect on these.
- Then complete the *Questions for Further Reflection*.
- Make a photocopy of your completed work to give to your mentor/counsellor.

#### How your work will be used in mentoring / counseling sessions

While there is little or no progress in becoming a whole person without openness and honesty, you will determine how much information relating to each question you choose to share.

#### (A) Leadership:

1. Functional leadership style – balances directive/non-directive and truth-telling/grace giving ..... 1..2..3..4..5..6..7..8..9..10
2. Receives regular mentoring and supervision ..... 1..2..3..4..5..6..7..8..9..10
3. Builds and maintains quality leadership team ..... 1..2..3..4..5..6..7..8..9..10
4. Inspires members to action and puts a priority on mentoring them, listening to their ideas and growing their gifts and skills ..... 1..2..3..4..5..6..7..8..9..10
5. Clear role priorities that are seen as right and appropriate by both self and membership ..... 1..2..3..4..5..6..7..8..9..10
6. Handles difficult people well; manages conflict positively ..... 1..2..3..4..5..6..7..8..9..10
7. Confidence in delegating where appropriate ..... 1..2..3..4..5..6..7..8..9..10
8. Models Christian faith, servanthood and Christ-like leadership ..... 1..2..3..4..5..6..7..8..9..10
9. Does not seek to abuse or overly use power ..... 1..2..3..4..5..6..7..8..9..10
10. Open to change and willing and able to facilitate it ..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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**(B) Vocation as Ministry Opportunity (at workplace, church, school, home, community, other)**

- 1. Has a clear ongoing sense of call ..... 1..2..3..4..5..6..7..8..9..10
- 2. Awareness of being in God's will..... 1..2..3..4..5..6..7..8..9..10
- 3. Sets priorities for tasks and goals and allocates time to achieve them ..... 1..2..3..4..5..6..7..8..9..10
- 4. Willing to receive direction, support and encouragement ..... 1..2..3..4..5..6..7..8..9..10
- 5. Facilitates regular evaluation of ministry goals within vocational setting ..... 1..2..3..4..5..6..7..8..9..10
- 6. Sets and maintains appropriate boundaries ..... 1..2..3..4..5..6..7..8..9..10
- 7. Assists others to reflect on matters and ministry in their everyday lives..... 1..2..3..4..5..6..7..8..9..10
- 8. Inspires congregation/organization to have clear sense of direction ..... 1..2..3..4..5..6..7..8..9..10
- 9. Seeks to maintain a balance between the development of relationship/community and mission..... 1..2..3..4..5..6..7..8..9..10
- 10. Sense of fulfillment in ministry..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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**(C) Relational:**

- 1. Consciously seeks to deepen closest relationships ..... 1..2..3..4..5..6..7..8..9..10
- 2. Develops positive relationships with family ..... 1..2..3..4..5..6..7..8..9..10
- 3. Maintains regular contact with friends ..... 1..2..3..4..5..6..7..8..9..10
- 4. Relationships with colleagues are open, honest and supportive ..... 1..2..3..4..5..6..7..8..9..10
- 5. Seeks to communicate with people outside close circle of friends ..... 1..2..3..4..5..6..7..8..9..10
- 6. Listens attentively and responds appropriately to others ..... 1..2..3..4..5..6..7..8..9..10
- 7. Avoids using email as primary form of communication ..... 1..2..3..4..5..6..7..8..9..10
- 8. Able to both give and receive in relationships ..... 1..2..3..4..5..6..7..8..9..10
- 9. Seeks out and engages in peer mentoring relationships with congregation/organisation members with whom feels at ease ..... 1..2..3..4..5..6..7..8..9..10
- 10. Sets and maintains appropriate boundaries in relationships ..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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**(D) Spiritual:**

- 1. Has regular intentional times for prayer and worship ..... 1..2..3..4..5..6..7..8..9..10
- 2. Consciously seeks to love God and others as Christ loved..... 1..2..3..4..5..6..7..8..9..10
- 3. Studies Scriptures regularly and seeks to apply to everyday life and ministry ..... 1..2..3..4..5..6..7..8..9..10
- 4. Confesses failures to God and to another (where appropriate)..... 1..2..3..4..5..6..7..8..9..10
- 5. Celebrates evidences of God’s grace in own life and ministry ..... 1..2..3..4..5..6..7..8..9..10
- 6. Shows concern in practical ways for poor and oppressed ..... 1..2..3..4..5..6..7..8..9..10
- 7. Develops and maintains a Prayer Support Base (Prayer Partners) ..... 1..2..3..4..5..6..7..8..9..10
- 8. Allows time for well planned personal retreats ..... 1..2..3..4..5..6..7..8..9..10
- 9. Reads widely publications dealing with Bible truth, theology, ministry and Christian living ..... 1..2..3..4..5..6..7..8..9..10
- 10. Seeks to understand those with different spiritual or theological perspective and lifestyle..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section: .....

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**(E) Physical:**

- 1. Exercises regularly ..... 1..2..3..4..5..6..7..8..9..10
- 2. Safeguards time for relaxation ..... 1..2..3..4..5..6..7..8..9..10
- 3. Manages time to include adequate sleep ..... 1..2..3..4..5..6..7..8..9..10
- 4. Recognizes signs of fatigue and takes steps to address it..... 1..2..3..4..5..6..7..8..9..10
- 5. Undergoes regular medical check ups ..... 1..2..3..4..5..6..7..8..9..10
- 6. Maintains balanced diet ..... 1..2..3..4..5..6..7..8..9..10
- 7. Eats regular meals ..... 1..2..3..4..5..6..7..8..9..10
- 8. Limits caffeine and sugar intake..... 1..2..3..4..5..6..7..8..9..10
- 9. Does not misuse alcohol or drugs ..... 1..2..3..4..5..6..7..8..9..10
- 10. Avoids junk food and comfort eating ..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....

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**(F) Emotional:**

- 1. Seeks to deal strategically with pressures faced ..... 1..2..3..4..5..6..7..8..9..10
- 2. Actively seeks social support ..... 1..2..3..4..5..6..7..8..9..10
- 3. Recognises and expresses feelings appropriately ..... 1..2..3..4..5..6..7..8..9..10
- 4. Has those with whom can both weep and laugh ..... 1..2..3..4..5..6..7..8..9..10
- 5. Handles anger by seeking understanding of facts and dealing directly with the cause ..... 1..2..3..4..5..6..7..8..9..10
- 6. Maintains boundaries of intimacy ..... 1..2..3..4..5..6..7..8..9..10
- 7. Able to distinguish between real and unreal guilt and processes it appropriately ..... 1..2..3..4..5..6..7..8..9..10
- 8. Takes responsibility for own behaviour ..... 1..2..3..4..5..6..7..8..9..10
- 9. There is internal consistency between what is preached and what is lived out ..... 1..2..3..4..5..6..7..8..9..10
- 10. Prepared to take calculated risks ..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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**(G) Intellectual:**

- 1. Maintains a good learning outlook..... 1..2..3..4..5..6..7..8..9..10
- 2. Reads widely..... 1..2..3..4..5..6..7..8..9..10
- 3. Keeps abreast of daily news ..... 1..2..3..4..5..6..7..8..9..10
- 4. Participates in regular in-service training ..... 1..2..3..4..5..6..7..8..9..10
- 5. Seeks to maintain a positive attitude..... 1..2..3..4..5..6..7..8..9..10
- 6. Open to constructive criticism ..... 1..2..3..4..5..6..7..8..9..10
- 7. Prepared to genuinely consider new ideas presented by others..... 1..2..3..4..5..6..7..8..9..10
- 8. Has someone as a sounding board for new ideas ..... 1..2..3..4..5..6..7..8..9..10
- 9. Able to control troubling thoughts..... 1..2..3..4..5..6..7..8..9..10
- 10. Sets realistic personal on-going learning goals and implements strategies to achieve them ..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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**(H) Recreational:**

- 1. Regularly set aside time for recreation and relaxation ..... 1..2..3..4..5..6..7..8..9..10
- 2. Communes with nature in some shape or form..... 1..2..3..4..5..6..7..8..9..10
- 3. Has times for personal solitude to unwind, reflect and dream ..... 1..2..3..4..5..6..7..8..9..10
- 4. Nourishes the soul in ways that are appropriate, e.g. through music, etc ..... 1..2..3..4..5..6..7..8..9..10
- 5. Cultivates recreational companions ..... 1..2..3..4..5..6..7..8..9..10
- 6. Participates in a hobby regularly ..... 1..2..3..4..5..6..7..8..9..10
- 7. Budgets for cultural pursuits and entertainment ..... 1..2..3..4..5..6..7..8..9..10
- 8. Takes regular vacations ..... 1..2..3..4..5..6..7..8..9..10
- 9. Occasionally seeks time to recreate by doing something not done previously..... 1..2..3..4..5..6..7..8..9..10
- 10. Can do the above without feeling guilty..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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**(I) Stewardship of Time and Money:**

- 1. Sets aside adequate time for preparation and planning, avoiding last minute panic..... 1..2..3..4..5..6..7..8..9..10
- 2. Meets reasonable deadlines ..... 1..2..3..4..5..6..7..8..9..10
- 3. Not addicted to the internet or computer games ..... 1..2..3..4..5..6..7..8..9..10
- 4. Limits TV and video viewing..... 1..2..3..4..5..6..7..8..9..10
- 5. Able to drop everything in response to spontaneous prompting of Spirit ..... 1..2..3..4..5..6..7..8..9..10
- 6. Models stewardship to others (family, team and members) ..... 1..2..3..4..5..6..7..8..9..10
- 7. Sets budget and operates within it, personally and professionally ..... 1..2..3..4..5..6..7..8..9..10
- 8. Does not unduly worry about or become preoccupied by own finances..... 1..2..3..4..5..6..7..8..9..10
- 9. Avoids impulse buying ..... 1..2..3..4..5..6..7..8..9..10
- 10. Gives generously and regularly to broad range of causes ..... 1..2..3..4..5..6..7..8..9..10

Notes of your reflection on this section:.....  
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## Questions for Further Reflection

1. What has become clear to you from this chart? .....  
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2. What can you celebrate? .....  
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3. What areas need attention? .....  
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4. Who might assist your growth in specific areas? .....  
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5. What actions can you take? .....  
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