

# THE WORKPLACE APPRAISAL



“Work as though working for the Lord, not for people”  
Colossians 3:23

**allsouls** <sup>⊕</sup>  
LANGHAM PLACE

## **The Workplace Appraisal / why?**

What impact does following Christ have on the work we do? The Workplace Appraisal is a tool for those who are serious about living for Christ in their places of work. As Christians we are called to live lives that bring glory to God and further the growth of His kingdom. The Workplace Appraisal is designed to help us examine our attitudes and behaviours at work in line with what the Bible teaches us.

## **The Workplace Appraisal / who?**

The Bible teaches that work is what happens when we get involved in God's creation. The Workplace Appraisal is aimed at anyone who is working in God's world: those in full or part time work, those looking for work, carers, parents, students, those doing voluntary work and those who are retired.

## **The Workplace Appraisal / how?**

The Workplace Appraisal process will take about 2 hours to complete, including some time working on your own and some time in pairs. The proportion of time given to personal reflection and discussion with an appraisal partner will depend on the personality and preferences of the individuals in each pair.

### **Stage 1: Find an appraisal partner**

The Workplace Appraisal process is designed to be completed in conversation with a Christian friend or colleague. Ideally this would be someone who knows you fairly well and is able to challenge and question assumptions, attitudes and behaviours.

### **Stage 2: Fill in form**

Consider the questions - you may prefer to fill in the form on your own or with your appraisal partner. Be honest, the results are for your benefit and will only be seen by you and your appraisal partner.

### **Stage 3: Meet and discuss**

Agree a time with your appraisal partner to meet and discuss your thoughts, answers and the notes you have made, paying particular attention to discussing development needs.

### **Stage 4: Review meeting**

Agree a time to meet after a period of six months to review the areas you have marked for development.

## Part 1: Personal Conduct

- Which of these positive attitudes and behaviours (from Colossians 3:12-13) have you seen the most growth in recently?
- Which would you like to be able to demonstrate more often?

<b>Compassion</b>	<input type="checkbox"/>	
<b>Kindness</b>	<input type="checkbox"/>	
<b>Humility</b>	<input type="checkbox"/>	
<b>Gentleness</b>	<input type="checkbox"/>	
<b>Patience</b>	<input type="checkbox"/>	
<b>Forgiveness</b>	<input type="checkbox"/>	
<b>Other</b> (eg. 1 Peter 3:15 Colossians 3:22-24)	<input type="checkbox"/>	

- Which of these negative attitudes and behaviours (from Philippians 2:14, Colossians 3:5-11) do you most struggle with?

<b>Complaining/arguing</b>	<input type="checkbox"/>	
<b>Greed</b>	<input type="checkbox"/>	
<b>Sexual immorality</b>	<input type="checkbox"/>	
<b>Anger/Rage</b>	<input type="checkbox"/>	
<b>Filthy language</b>	<input type="checkbox"/>	
<b>Lying</b>	<input type="checkbox"/>	
<b>Stealing</b>	<input type="checkbox"/>	
<b>Gossip/Slander</b>	<input type="checkbox"/>	
<b>Selfish ambition</b>	<input type="checkbox"/>	
<b>Other</b>	<input type="checkbox"/>	

## Part 2: Relationships Management

- When working, which of these relationships do you most struggle with?
- In which do you most rejoice?

<b>God</b> <i>(Colossians 3:23-24)</i>	<input type="checkbox"/>	
<b>Authorities</b> <i>(1 Peter 2:13-25)</i>	<input type="checkbox"/>	
<b>Subordinates</b> <i>(Matthew 20:25-28)</i>	<input type="checkbox"/>	
<b>Peers</b>	<input type="checkbox"/>	
<b>Family</b>	<input type="checkbox"/>	
<b>Other*</b>	<input type="checkbox"/>	

\*We are called as Christians to love our **enemies** and pray for them (Matthew 5:43-48); to accept our **brothers and sisters in Christ** whatever their level of faith or denomination (Romans 14:1-23), and to be prepared to answer **non-Christians** about the hope we have in Jesus Christ (1 Peter 3:15-16)

### **Part 3: Strengths & Gifts**

- What are the main gifts/strengths/talents that God has given you?
- In what ways are you using these?

(1)

(2)

(3)

(4)

(5)

- How could you use your gifts/strengths/talents more effectively?
- How effectively do you use prayer at work (a gift God has given all Christians for his glory and purposes)?
- To what extent have you relied on your own resources rather than God's power and strength? What would change in this area look like?

## **Part 4: Development Needs**

- List priorities for areas of development
- Detail an action plan and an agreed date to review progress

<b>Priority Area</b>	<b>How?</b> <i>What do you plan to do to address the issue?</i>	<b>What?</b> <i>What will be your evidence of progress?</i>	<b>When?</b> <i>Date for review of progress</i>
<b><u>1</u></b>			
<b><u>2</u></b>			
<b><u>3</u></b>			

## Tips for Turning Thoughts into Actions

Identifying areas for developing in our Christian discipleship can often be the easy part; making practical changes is something we find much harder. The notes below are intended to facilitate attainable transformation and growth.

- **Prayer:** remember why you're doing this and the need for God's grace to help you change behaviours and attitudes.
- **Positivity:** as well as stating what you don't want to do, remember also to state in positive terms what you do want to achieve.
- **Push yourself:** focus on stretching yourself in order to develop your behaviours and attitudes as you seek to follow Christ in the workplace.
- **Progress checks:** share progress and ongoing challenges with your appraisal partner to keep you on track.
- **Perseverance:** encourage each other and remember that change is often slow, but that God is patient.

## Accountability

Accountability is a great tool for us to have in our Christian toolboxes. Being honest with others is a great way to ensure that we are being honest with God. Give your appraisal partner the licence to challenge you and also have the courage to do the challenging. The Christian knows that they are a work in development, so we can be open and honest about our failings, and loving of each other as these are shared.

The appraisal partner that you work through this form with may be someone you want to continue to meet regularly, to share challenges, encouragements and to pray with.

