



# FLOURISH

FUELING A MOVEMENT

## Discipleship 360 Assessment

PREPARED FOR:  
**Mary Sample**

08.27.18

Thank you for taking the Flourish Discipleship 360° Inventory.

The information presented in this report will help you gain insight into your relative health as a disciple. The report should help you begin a conversation with yourself, the Lord, and those who are invested in your growth as a disciple. These conversations, as well as the hints below should help you develop a plan for growing in your own discipleship.

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## How to read this report

There are four sections to the Discipleship Report:

### Section I: Overall Scores

This section contains the overall scores for each of the eight Core Qualities as well as the twenty-one Characteristics that fall under the Core Qualities. In each of these areas there are bar graphs to indicate how you viewed yourself and the average of how your observers viewed you.

- **Part A:** 8 Core Qualities
- **Part B:** 20 Characteristics

### Section II: All Responses

This section includes a list of all the questions that were asked, the applicable Core Quality and Characteristic, the score indicating how you viewed yourself, and the average of how your observers viewed you.

\*\*Questions with this symbol: † indicate a negatively worded question. The report will invert the score. As an example: if you answered 1 (strongly disagree) it will show up in your report as a 5.

### Section III: Comments

#### Hints and guidelines for reading your report:

1. Do not be overly focused on a particular numerical score for a given area of discipleship. Rather look at how scores generally compare with other scores to get an idea of areas of strength, growth, and need for improvement.
2. Look for areas where there is significant difference between how you viewed yourself and how others viewed you.
  - There may be some cases where you rated yourself lower than others rated you.
  - Perhaps they see something in you that you don't see in yourself. This can be a great opportunity to have a conversation with some who took your assessment.
3. There may be some cases where you rated yourself higher than others rated you. Perhaps you have some blind spots. This is also a great opportunity to explore with those who took your assessment.
4. Determine areas of discipleship where you want to focus intentional effort toward growth. These areas may or may not be the lowest scored areas. Through conversation and personal reflection, the core areas of need should come to the surface.
5. Work in community to develop your action plan with a mentor, an accountability group, a small group, a missional community, or a trustworthy group of friends who can help you design an appropriate action plan.
6. On our website [www.flourishmovement.org](http://www.flourishmovement.org) we have a variety of tools and sample action plans that can aid in the development of your particular area. This section includes the anonymous comments that were written about the disciple in the free response section.

## Section I: Overall Scores

### Part A: Core Qualities Part B: Characteristics

The first section contains the overall scores for each of the 10 Core Qualities as well as the 33 Characteristics that fall under the Core Qualities. In each of these areas there are bar graphs to indicate how you viewed yourself and the average of how your observers viewed you.

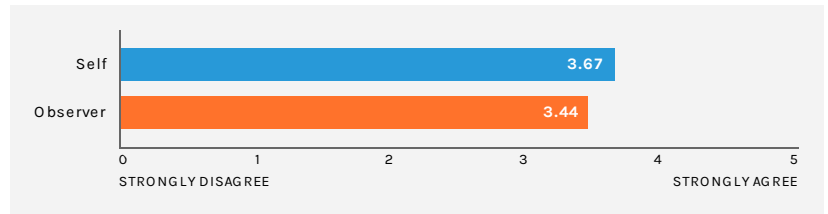
## Part A: Core Qualities

Self Score Observer Score

### CORE QUALITY 1

#### Gospel Saturated Life

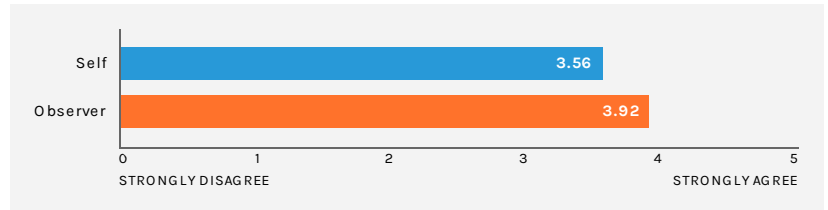
The extent to which a person's identity and actions are motivated by who he or she is in Christ.



### CORE QUALITY 2

#### Connected to God

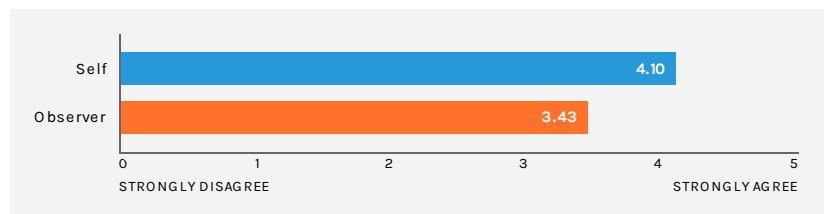
The extent to which this individual is in a growing relationship with God through His word, prayer, and other disciplines.



### CORE QUALITY 3

#### Exhibiting the Fruit of the Spirit

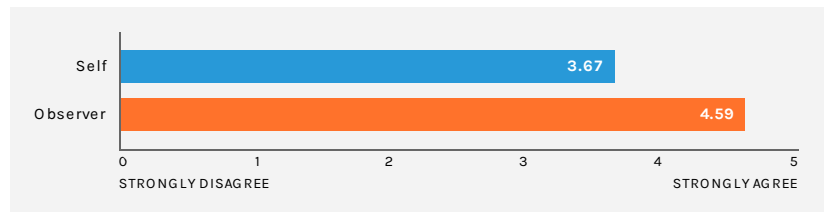
The extent to which an individual expresses a life marked by the fruit of the Spirit.



### CORE QUALITY 4

#### Understanding the Bible story and the Bible's impact on life

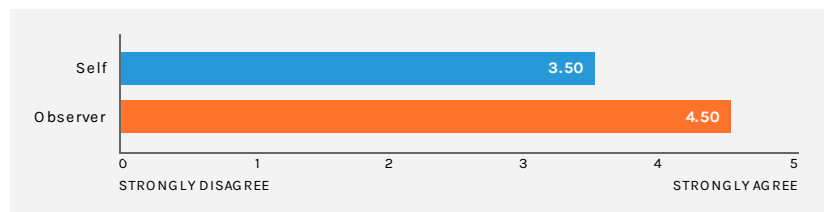
The extent to which the individual studies and understands the significant themes of the Bible and is able to apply them to his or her own life.



### CORE QUALITY 5

#### Understanding the Application of a Missional Incarnational Posture

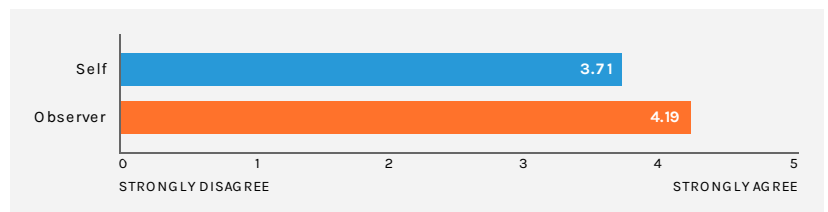
The extent to which an individual understands God's mission in the world and is able to apply and replicate Jesus' posture in his or her own life situations



### CORE QUALITY 6

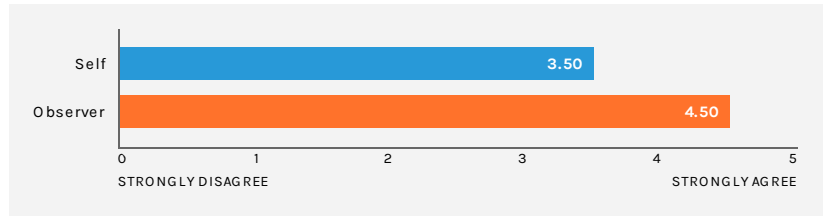
#### Engaging Others Toward Discipleship

The individual invests deeply into the lives of non-believers and believers to help them come to know Jesus and grow in discipleship.



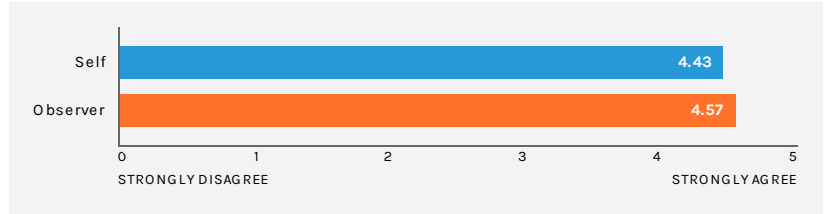
**CORE QUALITY 7**  
**Community**

The extent to which the individual is living out the call to be engaged in a local expression of the body of Christ.



**CORE QUALITY 8**  
**Fulfills God's Call on Their Lives**

The extent to which an individual understands, develops, and utilizes the gifts that God has given him or her and lives into his or her call.



## Part B: Characteristics

### CORE QUALITY 1: GOSPEL SATURATED LIFE

#### CHARACTERISTIC 1A

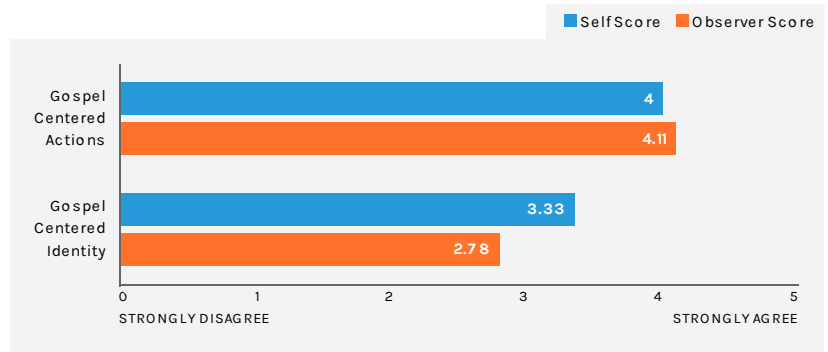
##### Gospel Centered Actions

This extent to which a disciple's actions are motivated by who he or she is in Christ.

#### CHARACTERISTIC 1B

##### Gospel Centered Identity

The extent to which individuals base their identity upon who they are in Jesus and what He has done for them.



### CORE QUALITY 2: CONNECTED TO GOD

#### CHARACTERISTIC 2A

##### Prayer

The extent to which an individual engages in a deep prayer life that involves both talking and listening to the Lord.

#### CHARACTERISTIC 2B

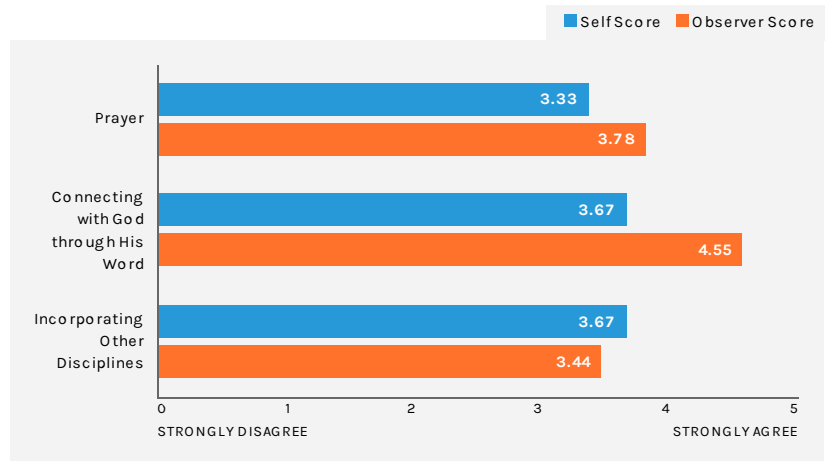
##### Connecting with God through His Word

The extent to which the individual engages the Lord through Scripture.

#### CHARACTERISTIC 2C

##### Incorporating Other Disciplines

The extent to which an individual utilizes a variety of spiritual disciplines in his or her relationship with the Lord.



### CORE QUALITY 3: EXHIBITING THE FRUIT OF THE SPIRIT

#### CHARACTERISTIC 3A

##### Sacrificial Living

The extent to which the individual exhibits the sacrificial nature of Jesus toward others. (The fruit of love and generosity)

#### CHARACTERISTIC 3B

##### Gracious Living

The extent to which an individual exhibits care, humility and compassion when interacting with others. (The fruit of kindness and gentleness)

#### CHARACTERISTIC 3C

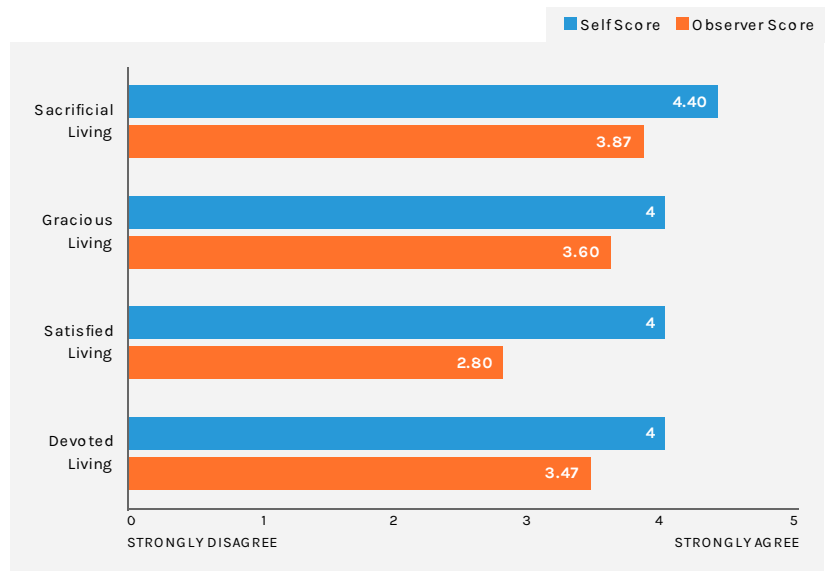
##### Satisfied Living

The extent to which the individual is able to live a joyful, non-anxious life in the midst of all circumstances. (The fruit of peace, patience and joy)

#### CHARACTERISTIC 3D

##### Devoted Living

The extent to which an individual remains faithful to his or her commitments to God, others, and him or herself. (The fruit of faithfulness and self-control)



**CORE QUALITY 4: UNDERSTANDING THE BIBLE STORY AND THE BIBLE'S IMPACT ON LIFE**

**CHARACTERISTIC 4A**

**Old Testament**

The extent to which an individual understands and comprehends the major themes of the Old Testament and how it fits into the totality of God's story.

**CHARACTERISTIC 4B**

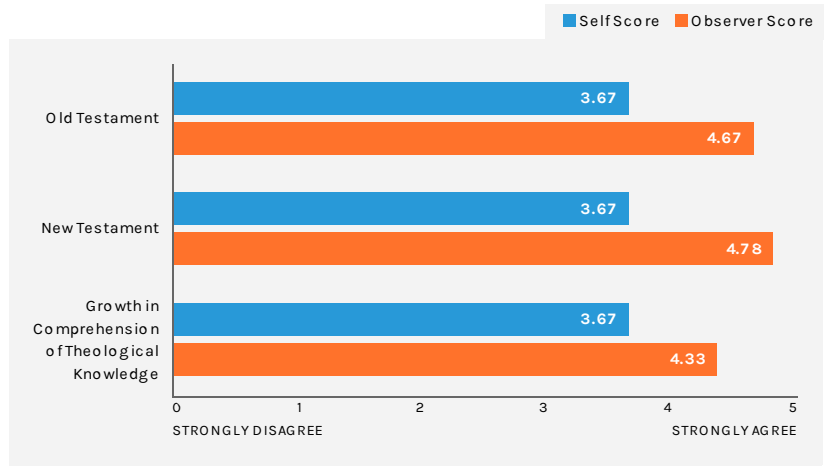
**New Testament**

The extent to which an individual understands and comprehends the New Testament and allows it to shape and mold his or her life.

**CHARACTERISTIC 4C**

**Growth in Comprehension of Theological Knowledge**

The extent to which the individual comprehends the major Christian doctrines and how the implications of those doctrines impact life.



**CORE QUALITY 5: UNDERSTANDING THE APPLICATION OF A MISSIONAL INCARNATIONAL POSTURE**

**CHARACTERISTIC 5A**

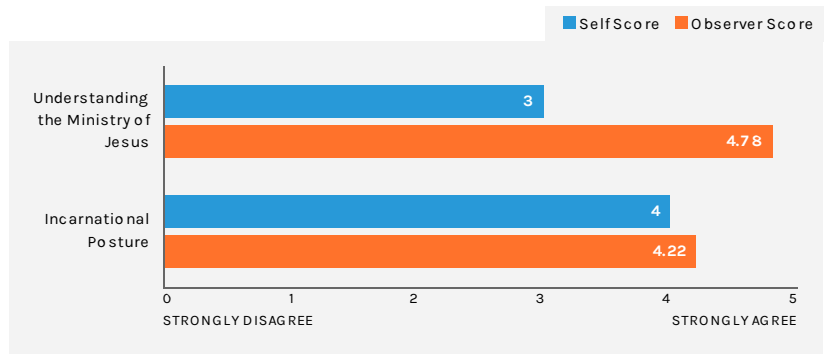
**Understanding the Ministry of Jesus**

The extent to which an individual understands Jesus' ministry in the world.

**CHARACTERISTIC 5B**

**Incarnational Posture**

The extent to which the disciple embodies the attitude of and posture of Jesus in his or her life.



**CORE QUALITY 6: ENGAGING OTHERS TOWARD DISCIPLESHIP**

**CHARACTERISTIC 6A**

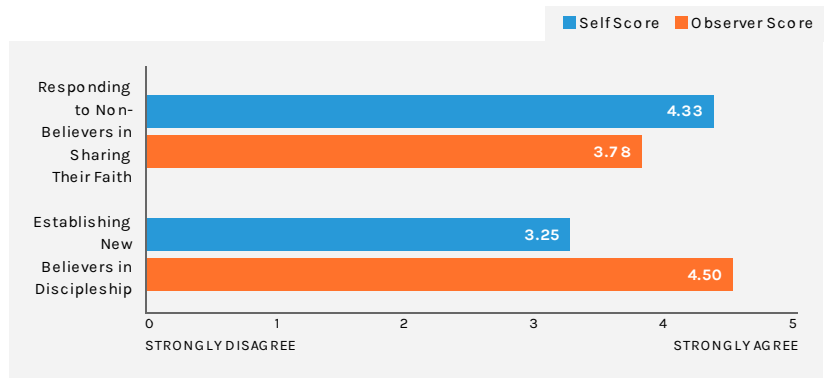
**Responding to Non-Believers in Sharing Their Faith**

The extent to which an individual effectively connects and communicates with those who are not yet Christians.

**CHARACTERISTIC 6B**

**Establishing New Believers in Discipleship**

The extent to which the individual works with other believers to help them become mature disciples.



**CORE QUALITY 7: COMMUNITY**

**CHARACTERISTIC 7A**

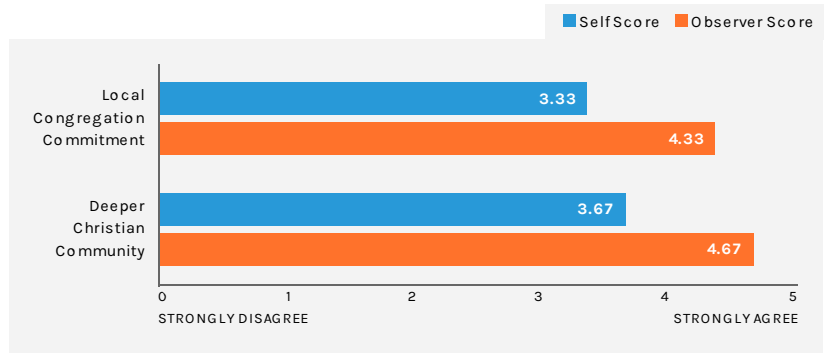
**Local Congregation Commitment**

The extent to which an individual is committed to and nurtured by the mission and ministry of a local church.

**CHARACTERISTIC 7B**

**Deeper Christian Community**

The extent to which the individual belongs to a smaller group of believers with whom they serve and grow.



**CORE QUALITY 8: FULFILLS GOD'S CALL ON THEIR LIVES**

**CHARACTERISTIC 8A**

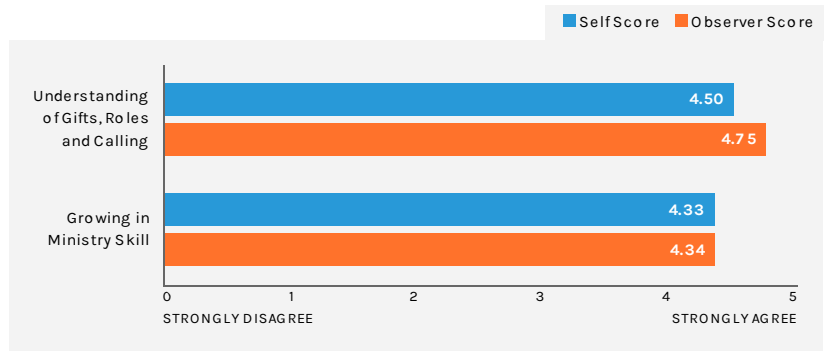
**Understanding of Gifts, Roles and Calling**

The extent to which the individual understands his or her spiritual gifts and utilizes those gifts in God's call upon his or her life.

**CHARACTERISTIC 8B**

**Growing in Ministry Skill**

The extent to which the individual is proactive in growing in his or her ability to do ministry.





## Section II: All Responses

This section includes a list of all the questions that were asked, the applicable Core Quality and Characteristic, and the score indicating how you viewed yourself and the average of how your observers viewed you.

† Indicates inverted rating questions

#	QUESTION	SELF SCORE	OBSERVER SCORE
	<b>Core Quality 1: Gospel Saturated Life</b> The extent to which a person's identity and actions are motivated by who he or she is in Christ.	<b>3.67</b>	<b>3.44</b>
	<b>Characteristic 1A: Gospel Centered Actions</b> This extent to which a disciple's actions are motivated by who he or she is in Christ.	4	4.11
1	† This individual does not pursue a relationship with God out of joy.	4	4.67
2	† This individual will negatively change his or her behavior around certain individuals.	5	3.33
3	This individual has demonstrated a desire to please God with his or her actions.	3	4.33
	<b>Characteristic 1B: Gospel Centered Identity</b> The extent to which individuals base their identity upon who they are in Jesus and what He has done for them.	3.33	2.78
4	† When this individual has experienced failure, he or she becomes distraught.	4	3.33
5	† The individual's identity comes from his or her accomplishments.	4	2.33
6	The individual is able to maintain deep joy even in the midst of difficulty.	2	2.67

#	QUESTION	SELF SCORE	OBSERVER SCORE
	<b>Core Quality 2: Connected to God</b> The extent to which this individual is in a growing relationship with God through His word, prayer, and other disciplines.	<b>3.56</b>	<b>3.92</b>
	<b>Characteristic 2A: Prayer</b> The extent to which an individual engages in a deep prayer life that involves both talking and listening to the Lord.	3.33	3.78
1	This individual takes difficult situations to the Lord in prayer.	2	3
2	† This individual does not regularly engage in prayer.	4	4.33
3	When concerns arise, the individual's first response is to go to prayer.	4	4
	<b>Characteristic 2B: Connecting with God through His Word</b> The extent to which the individual engages the Lord through Scripture.	3.67	4.55
4	This individual spends regular time reading the Bible.	4	4.33
5	† This individual does not spend consistent time reading the Bible.	3	5
6	This individual reflects on how the Lord is leading through his or her study of the Bible.	4	4.33
	<b>Characteristic 2C: Incorporating Other Disciplines</b> The extent to which an individual utilizes a variety of spiritual disciplines in his or her relationship with the Lord.	3.67	3.44
7	This individual seeks out new spiritual practices to grow in his or her relationship with the Lord.	3	3.33
8	This individual uses journaling, fasting, acts of sacrificial service, or personal worship to promote his or her walk with Christ.	4	2.67
9	This individual uses a variety of ways to enhance his or her connection with the Lord.	4	4.33

#	QUESTION	SELF SCORE	OBSERVER SCORE
	<b>Core Quality 3: Exhibiting the Fruit of the Spirit</b> The extent to which an individual expresses a life marked by the fruit of the Spirit.	<b>4.10</b>	<b>3.43</b>
	<b>Characteristic 3A: Sacrificial Living</b> The extent to which the individual exhibits the sacrificial nature of Jesus toward others. (The fruit of love and generosity)	4.40	3.87
1	This individual denies personal wants to give and serve others.	5	3.33
2	† This individual does not freely give time to serve others.	5	4.33
3	This individual is willing to give of him or herself to those who cannot reciprocate.	4	3.67
4	This individual will express sacrificial love for others without the expectation of anything in return.	4	3.67
5	Others admire the love that this individual displays.	4	4.33
	<b>Characteristic 3B: Gracious Living</b> The extent to which an individual exhibits care, humility and compassion when interacting with others. (The fruit of kindness and gentleness)	4	3.60
6	This individual demonstrates gentleness in his or her relationships.	4	3

#	QUESTION	SELF SCORE	OBSERVER SCORE
7	† This individual is known to be harsh.	4	3.67
8	† This individual can be characterized as unapproachable.	3	3.33
9	This individual makes others feel valued.	4	4.33
10	This individual demonstrates compassion toward others.	5	3.67
<b>Characteristic 3C: Satisfied Living</b>			
The extent to which the individual is able to live a joyful, non-anxious life in the midst of all circumstances. (The fruit of peace, patience and joy)		4	2.80
11	† This individual gets frustrated when God doesn't do things on his or her timeline.	5	3
12	† This individual is anxious at times.	3	1.67
13	This individual exhibits a non-anxious presence all of the time.	3	2.33
14	† This individual does not express joy in the midst of failure.	5	2.33
15	The joy of this individual has a contagious effect on others.	4	4.67
<b>Characteristic 3D: Devoted Living</b>			
The extent to which an individual remains faithful to his or her commitments to God, others, and him or herself. (The fruit of faithfulness and self-control)		4	3.47
16	This individual is consistent in his or her actions regardless of who is watching.	4	3.67
17	This individual fulfills commitments made to God.	4	4.67
18	This individual follows through on commitments made to others.	4	4
19	† This individual uses excuses when letting others down.	3	2.33
20	† This individual often is unable to fulfill his or her commitments.	5	2.67

#	QUESTION	SELF SCORE	OBSERVER SCORE
<b>Core Quality 4: Understanding the Bible story and the Bible's impact on life</b>			
The extent to which the individual studies and understands the significant themes of the Bible and is able to apply them to his or her own life.		<b>3.67</b>	<b>4.59</b>
<b>Characteristic 4A: Old Testament</b>			
The extent to which an individual understands and comprehends the major themes of the Old Testament and how it fits into the totality of God's story.		3.67	4.67
1	This individual knows the natural flow of the Old Testament.	3	5
2	This individual comprehends how the Old Testament stories point to Christ.	5	4.33
3	This individual understands how God was graciously at work in the Old Testament.	3	4.67
<b>Characteristic 4B: New Testament</b>			
The extent to which an individual understands and comprehends the New Testament and allows it to shape and mold his or her life.		3.67	4.78
4	This individual understands how the New Testament is a natural expansion of how God had previously worked in the world.	4	4.33
5	This individual understands the character of Jesus Christ as displayed in the New Testament.	4	5
6	This individual knows the books of the New Testament.	3	5
<b>Characteristic 4C: Growth in Comprehension of Theological Knowledge</b>			
The extent to which the individual comprehends the major Christian doctrines and how the implications of those doctrines impact life.		3.67	4.33
7	This individual can biblically articulate the Trinity.	3	4.33
8	This individual can articulate the biblical importance of the life, death and resurrection of Christ.	4	4.67
9	This individual can articulate why the Bible is authoritative.	4	4

#	QUESTION	SELF SCORE	OBSERVER SCORE
<b>Core Quality 5: Understanding the Application of a Missional Incarnational Posture</b>			
The extent to which an individual understands God's mission in the world and is able to apply and replicate Jesus' posture in his or her own life situations		<b>3.50</b>	<b>4.50</b>

#	QUESTION	SELF SCORE	OBSERVER SCORE
<b>Characteristic 5A: Understanding the Ministry of Jesus</b>			
The extent to which an individual understands Jesus' ministry in the world.		3	4.78
1	This individual understands how Jesus would approach the context in which he or she lives.	3	4.67
2	This individual can articulate the principles that Jesus used as He engaged in ministry.	4	5
3	This individual is able to describe the primary characteristics of Jesus' ministry.	2	4.67
<b>Characteristic 5B: Incarnational Posture</b>			
The extent to which the disciple embodies the attitude of and posture of Jesus in his or her life.		4	4.22
4	This individual embodies the character of Jesus in his or her community.	4	3.33
5	This individual lives his or her life in a way that causes people to see Jesus.	3	4.67
6	People in this individual's context feel cared for by this individual.	5	4.67

#	QUESTION	SELF SCORE	OBSERVER SCORE
<b>Core Quality 6: Engaging Others Toward Discipleship</b>			
The individual invests deeply into the lives of non-believers and believers to help them come to know Jesus and grow in discipleship.		3.71	4.19
<b>Characteristic 6A: Responding to Non-Believers in Sharing Their Faith</b>			
The extent to which an individual effectively connects and communicates with those who are not yet Christians.		4.33	3.78
1	This individual helps people who don't know the Lord take small steps toward faith in Jesus.	4	4.33
2	This individual connects with people who are not Christians in ways that provides opportunities to share the Good News.	5	3.67
3	This individual relates the gospel to the needs of a person who doesn't know the Lord.	4	3.33
<b>Characteristic 6B: Establishing New Believers in Discipleship</b>			
The extent to which the individual works with other believers to help them become mature disciples.		3.25	4.50
4	This individual has relationships with less mature believers for the purpose of helping them mature.	4	5
5	This individual understands the fundamentals of life in Christ that need to be taught to newer believers.	3	5
6	This individual models spiritual disciplines in a way that helps other believers learn the disciplines.	3	4
7	This individual is able to reproduce spiritual practices in the lives of other believers.	3	4

#	QUESTION	SELF SCORE	OBSERVER SCORE
<b>Core Quality 7: Community</b>			
The extent to which the individual is living out the call to be engaged in a local expression of the body of Christ.		3.50	4.50
<b>Characteristic 7A: Local Congregation Commitment</b>			
The extent to which an individual is committed to and nurtured by the mission and ministry of a local church.		3.33	4.33
1	This individual has demonstrated the commitment of his or her resources to the mission of the local church.	2	5
2	This individual submits to the leadership of the church.	4	4
3	This individual honors the leaders of the church.	4	4
<b>Characteristic 7B: Deeper Christian Community</b>			
The extent to which the individual belongs to a smaller group of believers with whom they serve and grow.		3.67	4.67
4	This individual participates in a smaller group that is committed to each other's growth.	2	4.67
5	† This individual is not a part of a smaller community that demonstrates care for one another.	5	4.67
6	This individual is committed to a group that focuses on each other's health.	4	4.67

#	QUESTION	SELF SCORE	OBSERVER SCORE
<b>Core Quality 8: Fulfills God's Call on Their Lives</b>			
The extent to which an individual understands, develops, and utilizes the gifts that God has given him or her and lives into his or her call.		4.43	4.57
<b>Characteristic 8A: Understanding of Gifts, Roles and Calling</b>			
The extent to which the individual understands his or her spiritual gifts and utilizes those gifts in God's call upon his or her life.		4.50	4.75

#	QUESTION	SELF SCORE	OBSERVER SCORE
1	This individual can explain how he or she has seen confirmation of his or her spiritual gifts.	5	4.33
2	This individual can describe the roles to which God has called him or her.	4	5
3	This individual can articulate the spiritual gifts that God has given to him or her.	4	4.67
4	This individual incorporates the complementary gifts of others to fulfill a ministry task.	5	5
<b>Characteristic 8B: Growing in Ministry Skill</b>			
The extent to which the individual is proactive in growing in his or her ability to do ministry.		4.33	4.34
5	This individual can explain how he or she needs to grow in order to fulfill the ministry God has for him or her.	4	3.67
6	This individual seeks challenging ministry opportunities that will allow him or her to grow.	4	4.67
7	This individual knows how he or she needs to develop in order to be more effective for the Lord.	5	4.67

## Section III: Comments

This section includes the anonymous comments that the were given about the disciple in the free response section.

### Where have you seen growth in the disciple in the last 6-12 months?

It is great to see how Mary has been helping other people grow in their faith. She has built new skills in that area and it has produced fruit.

### The disciple would benefit by focusing on growing in the following areas:

I don't know how many other people see this in Mary, but sometimes she is really hard on herself in the midst of perceived failure. I think Mary could internalize God's love for her more deeply so that she doesn't value her self based upon her successes or failures.

### Where have you seen growth in the disciple in the last 6-12 months?

Mary has really take time to invest in the lives of new disciples and those who do not know the Lord. I know it has been challenging, but she really grown in her ability to disciple others and share her faith.

### The disciple would benefit by focusing on growing in the following areas:

Mary can sometimes be a little cutting in her speech to others as well as behind their backs. I don't think she is aware of her critical spirit, but it can come through when she is stressed.

### Where have you seen growth in the disciple in the last 6-12 months?

I have seen Mary move her faith from being personal and private to something to helping others grow in their faith. This has also helped her learn more about the scriptures as she is needing to teach a little to new Christians as well as explaining it to Non-Christians.

### The disciple would benefit by focusing on growing in the following areas:

If Mary gets insecure she can sometimes use humor to belittle others. I hadn't thought about it much until doing this survey, but the questions made me realize that she become cold or negative toward others when she is facing personal challenges.

### Where have you seen growth in the disciple in the last 6-12 months?

Relating the gospel into her work.

### The disciple would benefit by focusing on growing in the following areas:

Praying.