

Discern Campus Strategy Assessment

Name: _____

Date: _____

Welcome to the Discern Campus Strategy Assessment! This tool helps you evaluate your proficiency in discerning and guiding campus strategy in partnership with the Holy Spirit and your community. It is organized into three levels:

- **Baseline** – I can explain the process of discerning campus strategy.
- **Coach** – I can lead others through the process of discerning campus strategy.
- **Lead** – I can cultivate a healthy culture of discerning campus strategy.

It's important to approach this assessment as a tool for growth rather than a final judgment. Scores indicating a lower level of proficiency simply highlight areas for development and potential focus for training and support.

Instructions: For each statement, please indicate your level of agreement using the following scale:

1=Strongly Disagree, 2=Disagree, 3=Neutral, 4=Agree, 5=Strongly Agree.

Baseline Level: I can explain the process of discerning campus ministry strategy.

1	I understand and can articulate the four steps of discerning campus strategy: clarify vision, assess reality, decide on plans, and do the strategy.	
2	I can describe the value of paying attention to God's presence and activity when forming campus ministry strategy.	
3	I can explain why communal discernment is important and how it differs from individual decision-making.	
4	I can use the Campus Continuum to assess a ministry's current reality and identify appropriate next steps.	

Coach Level: I can lead others through the process of discerning campus ministry strategy.

5	I have guided a ministry team through the full discernment process in partnership with the Holy Spirit.	
6	I can facilitate group reflection activities, such as prayer walks or Campus Continuum assessments.	
7	I coach others on how to contextualize vision, assess reality, and align strategy with their ministry stage.	
8	I actively train others to apply discernment practices (e.g., Continuum, vision exercises, structural planning) in their ministries.	

Lead Level: I can cultivate a healthy culture of discerning campus ministry strategy.

9	I can identify and shift unhealthy strategic habits into healthier discernment rhythms for a ministry community.	
10	I prioritize communal listening to God and help foster regular rhythms of prayer and reflection within my team.	
11	I create systems and structures that support ongoing discernment and strategic adaptability.	
12	I mentor others in building communities that hold both mystery and strategy in tension as they follow God's lead.	

Total points for each section:

Baseline:

Coach:

Lead:

Self-Scoring Instructions

Calculate Your Total Score in Each Level

Add up the scores for the questions for each level. The maximum possible score for each level is 20 (if you strongly agree with all items), and the minimum score is 4 (if you strongly disagree with all items).

Determine Your Proficiency Level

For each level—Baseline, Lead, and Coach, if your total score is between 16 to 20, you are strongly proficient at the level. Scores under 16 indicate room for growth within the level, while scores closer to 20 suggest you are ready for the next level of proficiency.



What To Do Next

After you have determined your proficiency in each level, start with the lowest level you scored under 16. For example, if you scored between 16 and 20 in Lead but only 15 in Baseline, begin with the Baseline level. Review the recommended next steps below for some options of how to grow in your proficiency in that level. Discuss your results with a mentor or supervisor to develop a personalized action plan and add any suggestions they may have for next steps.

Recommended Next Steps

- **Baseline:**
 - Complete the "[Discern Campus Strategy](#)" course and take notes on the 4-step process: clarify vision, assess reality, decide on plans, and do the strategy.
 - Practice using the Campus Continuum with your ministry context. Try identifying your current stage and brainstorm possible next steps.
 - Host a prayer walk on your campus with peers and reflect together on what God is revealing about the community.
 - Reflect on examples of healthy and unhealthy discernment culture (from the course) and identify where your ministry fits.
- **Coach:**
 - Facilitate a team meeting that walks through the full discernment process using the Campus Continuum and the "Decide and Do" exercises.
 - Lead a workshop on clarifying your vision using the questions provided in the course to help others develop a shared picture of their preferred future.
 - Use the "[Campus Continuum Reflection Guide](#)" with student leaders or volunteers and guide a discussion on what you notice together.
 - Coach someone else through the strategy process using a real-life scenario (e.g., New Student Outreach, leadership transitions).
- **Lead:**
 - Establish rhythms of communal discernment (e.g., semesterly strategy meetings, prayer walks, leadership debriefs) in your team or community.
 - Use the "Healthy vs. Unhealthy Discernment Culture" chart to evaluate your ministry's approach and lead a culture shift if needed.
 - Mentor others to become strategy facilitators, helping them learn how to hold space for listening to God and collaborating across diverse groups.
 - Design a strategic calendar that aligns your team's activities with both the vision and the Campus Continuum stage for ongoing alignment.