

# Character Observation for Redemption Group Leader Candidates

|            |            |       |
|------------|------------|-------|
| Candidate: | Observers: | Date: |
|------------|------------|-------|

**To The Candidate**

The following are our observations of your Christian character based on our time in community with you. We submit them in humility, recognizing that our ability to know you is limited by time and circumstance. Yet we also submit them with confidence since they represent attitudes and traits that you have demonstrated in our presence. Therefore, we believe this feedback is valuable and will be helpful for your Christian growth and leadership.

**Instructions for Observers**

Make your selections below based on your observations of attitudes and behaviors demonstrated by the candidate in your presence. Circle the box that contains best overall description for each item. Optionally, customize your response by underlining words or phrases anywhere in the row to add emphasis, or cross out phrases within that box that do not fit. For any item where you haven't seen enough demonstration to make a confident selection, circle "ND" to indicate "not demonstrated".

**Definitions**

| <i>Concerning</i>   | <i>Beginning</i>   | <i>Maturing</i>  | <i>Exemplary</i>   |
|---|--|--|--|
| Facing the wrong direction, demonstrating traits that do not accord with Christian character, resistant. Liability in leadership. | Facing the right direction with the right intentions, but it's still early in the process. Needs to demonstrate movement along the path. If there are many of these, it's probably not time to lead yet. | Definitely moving in the right direction and good progress has been made. Fitting for a leader who seeks God's grace for greater growth. Still needs to demonstrate ability to reflect and articulate gospel clarity as it relates to areas of growth. | Continued growth is evident and is combined with gospel-clarity in personal reflection. Able to articulate a gospel-centered understanding and point people to Jesus explicitly. |

*ND*: "Not Demonstrated". We didn't see any demonstration one way or another. In most cases, this is a "neutral" observation—we simply can't say one way or another. However, in some cases it suggests concern, such as where there has been no demonstration despite clear opportunity.

|                      | <b>Concerning</b>  | <b>Beginning</b>   | <b>Maturing</b>   | <b>Exemplary</b>  |  |
|----------------------|--|--|---|---|--|
|                      | <i>Confesses sin honestly</i>  |  |   |   |  |
| Attitudes Amidst Sin | N<br>D   | No confession, "token" confession, or blame-shifting confessions.  | Confessions of sin are seldom, vague or reluctant.  | Confessions of sin seem genuine, but may lack specificity or conviction of the sins of the heart that underlie sinful behavior.   | Confessions of sin are personal and specific with genuine conviction and biblical clarity, addressing both behavioral sins and the underlying sins of the heart. |
|                      |  | <i>Grieves personal sin with godly grief</i>   |   |   |  |
|                      | N<br>D   | Detached from grief, cold attitude toward suffering, or absorbed in self-pity and worldly sorrow.                          | Demonstrates some grief, but sometimes more concerned for self and consequences.                                  | Demonstrates godly grief. Partial appreciation for the cost to others.  | Contrite heart, grieved for offending God, sensitive to the costs to others, articulates personal sin in relation to the cross.                                  |
|                      | <i>Receives confrontation humbly</i>   |  |   |   |  |
| N<br>D               | Is not open for others to speak in. Defensive. Scapegoating, blame-shifting. | Verbalizes willingness to let others speak in, but may listen poorly to confrontation or attempt to control how it's done. | Receives rebuke genuinely, but it may be hard work getting there occasionally. Shows thankfulness for correction. | Demonstrates a desire for correction, receives rebuke with little resistance and may ask questions to understand more. Quickly takes rebuke to heart without rolling over and brings it before God in the presence of others. |  |



|                               | Concerning   | Beginning   | Maturing   | Exemplary  |  |
|-------------------------------|--|---|--|--|--|
| Attitudes Amidst Suffering    | <i>Knows God's love and comfort in suffering</i>   |   |  |  |  |
|                               | N<br>D   | Evidence of bitterness. Suspicious of or blaming God. Doesn't show a desire to turn toward God.   | Wants God's comfort and seeks it, but hasn't seemed to experience it yet. Generally, not bitter at God or resisting him. May want to "learn the lesson" to get God off the back or to get the blessing back. | Let's the pain become an occasion to love God and know his love by letting the pain drive him/her to God.  | Practiced at loving God amidst pain. Knows God's love experientially and describe it biblically. Experienced at discerning when suffering is for the sake of righteousness.  |
|                               | N<br>D   | Disconnected or victim-oriented, denial of suffering, cold, numb. Seems to be comfortable staying angry at God or others associated with the suffering.                     | Addresses suffering, but minimizes it. Suffering in the past, but lacking connectedness and sorrow in the present. Acknowledges suffering but isn't sure what to do with it.                                 | Connected to suffering and showing sorrow, going to God with it. May be lacking in articulation of a biblical understanding.                                 | Faces suffering, emotionally connected, showing sorrow, grieving. Also, trusts God. "on the far side". Knows God in the midst of it. Demonstrates clear Biblical understanding.  |
|                               | <i>Forgives others</i>   |   |  |  |  |
| N<br>D                        | Bitter and unwilling to forgive. Staying in self-pity and blaming others. Victim mentality.  | Willingness to forgive and might have attempted, but not fully there yet. Doesn't fully understand forgiveness as related to the cost of the sin.                           | Forgiving while at the same time understanding the cost of the sin. Might struggle to hold to the commitment to continued forgiveness.   | Has forgiven and continues to forgive. Articulates a rich gospel-based understanding of what makes forgiveness possible.                                     |  |
| Freedom in Christian Identity | <i>Walks in God's forgiveness</i>  |   |  |  |  |
|                               | N<br>D   | Haven't received God's forgiveness because they haven't haven't sought it, or haven't confessed genuinely. May believe "God can't forgive me", or "I can't forgive myself". | Knows God's forgiveness for some things, maybe more in the past than the present. Carries around some guilt.   | Assured of God's forgiveness. Has a general understanding of what that means. May struggle at times with how to work through memories of past sin.           | Assured of God's forgiveness with a clear, gospel-based understanding; the cost of their sin and the freedom of grace. Able to revisit past sin sorrowfully but with renewed gratitude for forgiveness without condemnation. |
|                               | <i>Enjoys the freedom of being a new creation in Christ</i>  |   |  |  |  |
| N<br>D                        | False or lacking assurance of new identity in Christ. Little sense of personal renewal. May be overly optimistic about human ability and potential: "It's not healthy to dwell on the negative." May be overly pessimistic about the possibility for lasting inward change with outward fruit. | Acknowledges being a new creation as a fact, but does not seem to be convinced enough to impact thoughts, emotions and change.  | Generally lives in freedom without shame. Has experienced God's renewal. Sometimes succumbs to doubts or lies about their identity.  | Thriving in areas of newfound freedom. Realistic optimism for continued growth and change. Joyful. Draws attention to God's working, not one's own progress. |  |



|                 | Concerning   | Beginning   | Maturing   | Exemplary   |
|-----------------|--|---|--|---|
| Humility        | <i>Demonstrates a need for God's mercy (as a general posture before God amidst sins and sorrows of life)</i>                     |   |  |   |
|                 | N<br>D<br>Unaware or self-assured. Lacking a sense of sinfulness or weakness in current life, or may beat up self to self-atone. | Aware of God's mercy in the past, but lacking awareness for present need.   | Shows tenderness, humility and receptivity to God in the present, though not necessarily for any particular life issues.   | Strong sense of a need for God's mercy, evidence in current, specific issues in life. Great humility.   |
| Love for Others | <i>Demonstrates compassion for other people.</i>   |   |  |   |
|                 | N<br>D<br>Unaffected by others' suffering. Advice-giving. May even pour salt in the wound. Draws attention back to self.         | Says words that seem to go with compassion but don't seem very convincing. May appear compassionate but not know what to say. | Convincingly compassionate and warm, know when to show it.   | Convincingly compassionate, knows when to show it, and does so in ways that clearly draws people to Christ and his compassion.  |
|                 | <i>Demonstrates concern for others' holiness.</i>  |   |  |   |
| N<br>D          | Permissive or even protects people amidst their sin. Rescuing. Commiserating.  | Engaged in conversation to help someone else but doesn't know how to contribute well. May tend to speak in platitudes.        | Helpfully engages in pursuing others and spurring one another on in Christlikeness. Sometimes lacks biblical clarity. Affirms the centrality of the life, death and resurrection of Jesus, but not practiced at relating all three of them to issues of holiness and sin | Engages in promoting spiritual health, holiness and growth, speaking words into others' lives that are biblical and gospel-centered. Able to see beyond the surface conversation and pursue the heart with clarity. |

**Recommended Next Step**

(Circle One)

- 1: *Move Forward*: With respect to personal character, the candidate is ready to pursue Redemption Group leadership. Whether the next step should be leadership or skill development—such as through an apprenticeship—should be determined by a separate skill assessment.
- 2: *Wait*: Redemption Group leadership may be in the future, but there should be more personal growth before advancing as a leader.
- 3: *Hold*: Redemption Group leadership may not be the right direction for the foreseeable future.

**Additional Comments:**

