



LPLI

LEWIS PASTORAL
LEADERSHIP INVENTORY™

**Personal Leadership
Profile Report
Prepared for**

Sample Pastor 1

2010



Lewis Center
for Church Leadership

**Wesley Theological Seminary
4500 Massachusetts Avenue, NW
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How to Read and Interpret Your Results

Understanding the LPLI's scale

Each LPLI criterion is evaluated on a seven-point frequency scale. A higher score means that you exhibit this trait more frequently; a lower score, less frequently.

As is the case with many other leadership assessment instruments used in the nonprofit sector, LPLI results are sometimes skewed toward the high end of the scale. This tendency seems to be even more pronounced for pastors because of a "halo effect" that can color people's perceptions of their spiritual leader. Because responses to the LPLI tend to cluster at the top end of the range, differences that might seem slight – for example, between a score of 6.1 and 6.4 on a 7 point scale – can actually be significant. It is helpful to take the time to look for meaning in differences that might at first glance seem subtle.

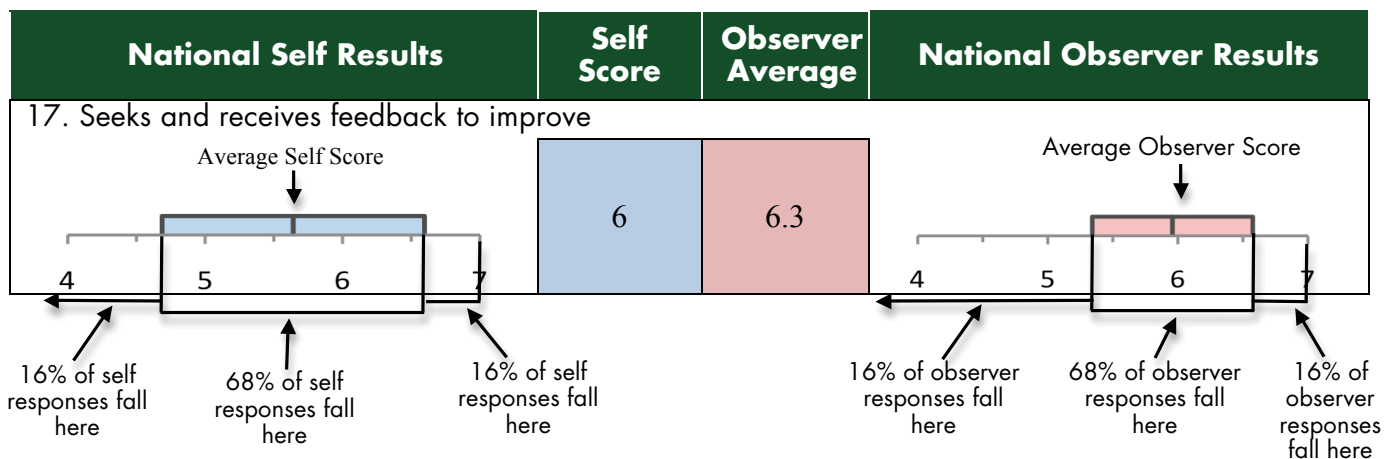
How observers' scores are reported

The LPLI is designed to seek input from multiple observers. An LPLI report cannot be issued unless a minimum of five observers completed inventories. The process allows for the input of up to ten observers. To preserve the anonymity of the observers, their responses are provided only in the aggregate. The observer rating shown is an average calculated by totaling the individual observer ratings and dividing by the number of observers who completed the question. The pastor's self score and the observer average score are reported side-by-side at the center of each results page. This facilitates comparison between how you see your own effectiveness in each area and how your observers see it.

Putting your scores in a larger context

To help put scores in a larger context, individual LPLI results are presented side-by-side with a Standard Deviation Graph that permits you to gauge where your self scores and observer scores fall within the range of national averages for those who have used the LPLI in the past.¹

The bar graph to the side of the self and average observer score columns shows the range in which most scores (68%) tend to fall. The line in the center of the graph shows the average score of past LPLI users. You can use this chart to see how your self and observer scores compare to the national average.



Occasionally the score set is so high a differentiation cannot be made between the middle 68% and the top 16%. For example, see the national observer results on question # 2.

¹ The standard deviation graphs in this report are based on the results of approximately 800 pastors who used the LPLI during three years of field testing.



**CHARACTER
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Who a Leader Is

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Demonstrates personal faith in Jesus Christ 	7	6.8	
Character Overall	7.00	6.80	



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What a Leader Does

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Preaches effectively (or in the case of those not responsible for preaching, advocates effectively from a faith perspective) 	6	6.8	
Handles administrative matters competently 	6	6.4	
Competence Overall	6.00	6.60	



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What a Leader Accomplishes

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Score	Observer Average	National Observer Results
Develops plans to reach new disciples 	4	4.8	
Builds teams to accomplish God's vision 	5	5.6	
Contribution Overall	4.50	5.20	



Summary of LPLI Results

Scale: 1 = Never 2 = Seldom 3 = Sporadically 4 = Sometimes 5 = Often 6 = Usually 7 = Always

National Self Results	Self Average	Observer Average	National Observer Results
Character Overall			
	7.00	6.80	
Competence Overall			
	6.00	6.60	
Contribution Overall			
	4.50	5.20	
Overall Average			
	5.83	6.20	



Summary of LPLI Results

TOP SCORED QUESTIONS

Top 10 Self-Scored		Score	Top 10 Observer-Scored		Score
1	Demonstrates personal faith in Jesus Christ	7	1	Preaches effectively (or in the case of those not responsible for preaching, advocates effectively from a faith perspective)	6.8
2	<p>The Top Scored Questions section displays in descending order the 10 questions where the pastor rated him or herself highest alongside the 10 where observers scored the pastor highest. This allows the LPLI users to see how self-perceived strengths compare with what others see as their strengths.</p>				
3					
4					
5					
6					
7					
8					
9					
10					

LOWEST SCORED QUESTIONS

Lowest 10 Self-Scored		Score	Lowest 10 Observer-Scored		Score
1	Develops plans to reach new disciples	4	1	Develops plans to reach new disciples	4.8
2	<p>The Lowest Scored Questions section displays in ascending order the 10 questions where the pastor rated him or herself lowest alongside the 10 where observers scored the pastor lowest. This allows the LPLI users to see how self-perceived weaknesses compare with what others see as their weaknesses.</p>				
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If multiple questions have the same scores, the lists will show them in the order they appear in our scoring database. In some cases, the bottom of the list may have multiple questions with the same score; you may find these other questions in the overall results selection.



Summary of LPLI Results

QUESTIONS WITH THE GREATEST VARIANCE IN SCORE*

Top 10 Greatest Variance		Difference in Score
1	Preaches effectively (or in the case of those not responsible for preaching, advocates effectively from a faith perspective)	0.8
2	Develops plans to reach new disciples	0.8
3	Builds teams to accomplish God's vision	0.6
4	Handles administrative matters competently	0.4
5	Demonstrates personal faith in Jesus Christ	-0.2

*A positive difference in score indicates the observers scored the pastor higher than the pastor scored himself or herself. A negative difference in score indicates a pastor's score is higher than the observers.

About the Lewis Center for Church Leadership

The Lewis Center for Church Leadership was established in 2003 by Wesley Theological Seminary in Washington, DC, to advance the understanding of Christian leadership and promote the faithful and faithful practice of Christian leadership in the church and in society. The Center is building a new vision for church leadership grounded in faith, informed by knowledge, and exercised in effective action. It seeks a holistic understanding of Christian leadership that brings together theology and management, scholarship and practice, research and application.

The Lewis Center for Church Leadership seeks to be a trusted resource for church leadership ideas, research, resources, and training so that there is an increase in congregational and denominational service, vitality, and growth.

For More Information

Learn more about the Lewis Center for Church Leadership by going to www.churchleadership.com. Or contact:

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Questions about the LPLI

If you have questions about your individual LPLI profile or about how the process is administered, contact 1-877-LPLI-360 or email us at lpli@wesleyseminary.edu.