

Equipping Counselors for Your Church

Appendix 10.1 LEAD Biblical Counseling Trainee Assessments

LEAD Year One 4C Assessment

Trainee's Name: _____

Name of Person Completing the Assessment: _____

Assessments of the Trainee by Others

- The *Redeemed Personality Inventory* and the *Biblical Counseling Competency Evaluation Form* should be completed in writing by each trainee, by the trainee's encouragement partner, and by the trainee's supervisor/mentor.
- Attach these two assessment forms to this cover sheet, place them in a sealed envelope, and turn them in to _____ by _____ [due date].

Christ-like Character: "Full of Goodness"—Heart/Being

- Complete the attached *Redeemed Personality Inventory* for this trainee [See Appendix C6.1].

Counseling Competence: "Competent to Instruct One Another"—Hands/Doing

- Complete the attached *Biblical Counseling Competency Evaluation Form* for this trainee.
- The "C" of Counseling Competence is also covered through small group lab verbal feedback.

Trainee Exam Assessment and Self-Assessment

- The *LEAD Year One Final Exam* and the *Personal Spiritual Workout Routine Self-Assessment* should be completed in writing by each trainee.
- Attach all four assessment forms to this cover sheet, place them in a sealed envelope, and turn them in to _____ by _____ [due date].

Biblical Content/Conviction: "Complete in Knowledge"—Head/Knowing

- Trainee, complete the attached *LEAD Year One Final Exam*.

Christian Community: "Brothers/One Another"—Home/Loving

- Trainee, complete the attached *Personal Spiritual Workout Routine Self-Assessment*.
- The "C" of Christian Community is also covered through small group lab verbal feedback.

LEAD Biblical Counseling Competency Evaluation Form

Trainee's Name: _____

Name of Person Completing the Assessment: _____

Using the scale below, evaluate the trainee in the following biblical counseling competency areas:

1. I disagree strongly
2. I disagree
3. I am not sure
4. I agree
5. I agree strongly

- ___ 1. Sustaining: Listens to and senses people's suffering and hurts.
- ___ 2. Sustaining: Climbs in the casket with people, empathizing with and embracing their pain, communicating that it's normal to hurt.
- ___ 3. Healing: Encourages people to find God in their pain even when they can't find answers.
- ___ 4. Healing: Encourages people to see God's perspective on their suffering, helping them to know that it's possible to hope.
- ___ 5. Reconciling: Lovingly, humbly, wisely, and courageously exposes areas of sin, helping people to understand that it's horrible to sin.
- ___ 6. Reconciling: Shares God's grace, showing people how wonderful it is to be forgiven.
- ___ 7. Guiding: Equips and empowers others to grow in grace.
- ___ 8. Guiding: Enlightens people to God's supernatural work of maturity.
- ___ 9. Love/Compassion: Compassionately identifies with people, engaging them with deep personal involvement and relating to them with Christ-like love.
- ___ 10. Truth/Discernment: Uses biblical principles to understand the root causes and spiritual dynamics at work in people's lives.
- ___ 11. Relational: Helps people to assess their desires—exposing thirsts for Christ and false idols of the heart.
- ___ 12. Rational: Helps people to assess their images and beliefs—exposing foolish beliefs and helping people to renew their mind in Christ.
- ___ 13. Volitional: Helps people to assess the goals and purposes behind their behaviors and relationships—helping them to put off the old self and to put on the new person in Christ.
- ___ 14. Emotional: Helps people to assess their moods—assisting people to become more emotionally self-aware and better able to manage their moods with a ministry focus.
- ___ 15. Overall: I would recommend this person to others as a competent biblical counselor.

LEAD YEAR One Final Exam

Trainee's Name: _____

Short Answer/Essay Questions

- Of the ten questions below, answer any *seven* of your choice. You may use your notes, however, this exam seeks to assess how well you have grasped what has been taught—so simply repeating the notes will be insufficient. This is an open Bible exam.
 - Each answer should be approximately one page in length.
 - Staple your answers together to this cover page.
1. How do the issues of the sufficiency of Scripture, the purpose of Scripture, and the relevancy of Scripture make a difference in how you actually counsel someone?
 2. Someone comes to you with the “presenting problem” of feeling lonely and disconnected. How does the nature of God and the doctrine of the Trinity impact how you relate as a biblical counseling and how you help this person?
 3. How do Satan and spiritual warfare impact the biblical counseling process?
 4. Explain a comprehensive biblical understanding of people as if you were teaching it to a group of high school students.
 5. How could you use a biblical model of suffering (biblical sufferology) in a way that would be an encouragement to someone who had just experienced a life loss?
 6. Using the case study of Bill from *Spiritual Friends*, how could you help Bill to see his relational, rational, volitional, and emotional sin (diagnosing sin biblically)?
 7. How does an understanding of our complete salvation (justification, regeneration, reconciliation, and redemption) make a difference in the progressive sanctification process with someone struggle with the besetting sin of lust?
 8. What is the role of the church in Christian growth?
 9. How does knowing the end of the story impact how counselees handle their current life story?
 10. Imagine that you have three-to-five minutes to explain to someone the sustaining, healing, reconciling, and guiding model of biblical counseling. How would you do it?

LEAD Personal Spiritual Workout Routine Self-Assessment

Trainee's Name: _____

- Respond to each question below with one-to-three paragraph answers.
 - Staple your answers together to this cover page.
1. Summarize your sense of your growth in terms of depth of engagement and involvement with the rest of the LEAD group.
 - a. How “real and raw,” “intense and intimate,” “open and connected” have you been?
 - b. In your life, where do you see more room for growth in this area of Christian community/connection?
 2. Summarize the horizontal spiritual disciplines (communion with the Body of Christ) that you chose as part of your spiritual workout routine.
 - a. Which disciplines did you choose and why?
 - b. How well and how consistently have you been practicing/implementing these disciplines?
 - c. What growth are you seeing as a result of your practice of these spiritual disciplines?
 3. Summarize the vertical spiritual disciplines (communion with Christ) that you chose as part of your spiritual workout routine.
 - a. Which disciplines did you choose and why?
 - b. How well and how consistently have you been practicing/implementing these disciplines?
 - c. What growth are you seeing as a result of your practice of these spiritual disciplines?

LEAD Year Two 4C Assessment

Trainee's Name: _____

Name of Person Completing the Assessment: _____

Assessments of the Trainee by Others

- The *Redeemed Personality Inventory* and the *Biblical Counseling Evaluation Competency Form* should be completed in writing by each trainee, by the trainee's encouragement partner, and by the trainee's supervisor/mentor.
- Attach these two assessment forms to this cover sheet, place them in a sealed envelope, and turn them in to _____ by _____ [due date].

Christ-like Character: "Full of Goodness"—Heart/Being

- Complete the attached *Redeemed Personality Inventory* for this trainee [See Appendix C6.1].

Counseling Competence: "Competent to Instruct One Another"—Hands/Doing

- Complete the attached *Biblical Counseling Competency Evaluation Form* for this trainee [See above for the same form used at the end of year one].
- The "C" of Counseling Competence is also covered through small group lab verbal feedback.

Trainee Final Exam Assessment Final Research Project

- The *LEAD Year Two Final Exam* should be completed in writing by each trainee.
- The *LEAD Final Research Project* should be turned in when you turn in your final exam.
- Attach all four assessment forms to this cover sheet, place them in a sealed envelope, and turn them in to _____ by _____ [due date].

Biblical Content/Conviction: "Complete in Knowledge"—Head/Knowing

- Trainee, complete the attached *LEAD Year Two Final Exam*.
- Trainee, turn in the *LEAD Final Research Project* per the instructions distributed in class.

Christian Community: "Brothers/One Another"—Home/Loving

- For year two, the "C" of Christian Community is covered through small group lab verbal feedback.

LEAD YEAR Two Final Exam

Trainee's Name: _____

Short Answer/Essay Questions

- Of the five questions below, answer any *four* of your choice. You may use your notes, however, this exam seeks to assess how well you have grasped what has been taught—so simply repeating the notes will be insufficient. This is an open Bible exam.
 - Each answer should be approximately one-to-two pages in length.
 - Staple your answers together to this cover page.
1. Summarize your growth as a Christian and as a biblical counselor. How have you grown in the 4Cs of biblical content, Christ-like character, counseling competence, and Christian community? In other words, what have you learned, how has it impacted you personally, and how is it helping you as a biblical counselor?
 2. Summarize individual counseling. Describe what you think the keys are to sustaining, healing, reconciling, and guiding individuals. This is your chance to review and synthesize individual counseling. Be sure to include core LEAD concepts: Grace, Truth, the Word, the Trinity, Creation, Fall, Redemption, Consummation, Relational, Rational, Volitional, Emotional, Physical, Sustaining, Healing, Reconciling, and Guiding.
 3. Summarize marriage counseling. Describe what you think the keys are to sustaining, healing, reconciling, and guiding couples. This is your chance to review and synthesize marriage counseling. Be sure to include core LEAD concepts related to a theology of marriage and the methodology of marriage counseling.
 4. Summarize family/parental counseling. Describe what you think the keys are to sustaining, healing, reconciling, and guiding families/parents. This is your chance to review and synthesize family/parental counseling. Be sure to include core LEAD concepts related to a theology of family life and the methodology of family/parental counseling.
 5. Summarize Your “Embryonic” Model: Assume that you are preparing for an interview for a position in our church as a LEAD trainer. The leadership wants you to submit a summary of your model of biblical counseling and your method of equipping biblical counselors. What would you submit? Throughout your training, you have been encouraged to think what *you* would do differently, how *you* would teach various principles, and what *your views* are on individual, marital, and family counseling. Share *your* model of biblical counseling and equipping biblical counselors.

LEAD Final Research Project

Trainee's Name: _____

Instructions

- In our second year of LEAD, we studied biblical teaching about biblical counseling for depression and anxiety. We examined a Creation/Fall/Redemption understanding of each of these “mood disorders.” We used academic theology, spiritual theology, practical/pastoral theology, and historical theology to develop a theory and methodology for understanding and counseling people struggling with depression or anxiety.
- For your final project, you are to follow the process we modeled in class to develop your embryonic understanding of and approach to a counseling issue such as but not limited to: anger, eating disorder, grief/loss, besetting sin, sexual abuse recovery, “addictive” behavior, etc.
- You should use the Scriptures, as we did in class with anxiety and depression (but use Scriptures pertinent to the issue you are studying), to outline the following:
 1. Creation/Understanding People: What is God’s original design related to this issue? In other words, before the Fall, what did healthy functioning look like in this area?
 2. Fall/Diagnosing Problems: What went wrong? What contributes to this problem relationally (spiritually, socially, self-aware), rationally, volitionally, emotionally, physically, and circumstantially?
 3. Redemption: How do people change? What does the Bible teach about how people can overcome this area of suffering and/or overcome this area of besetting sin?
 4. Interaction/Intervention: What does sustaining, healing, reconciling, and guiding look like for this issue? What is a biblical counseling approach to helping someone struggling in this area?
- Your paper should be eight-to-twelve pages, double-spaced.
- Staple your paper to this cover page.

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