

**Ministerial Development Review**

**360-Degree Feedback**

This feedback is to be used as part of the preparation for your Ministerial Development Review (MDR) meeting, on every occasion that a review takes place. The thought behind it is that you obtain written feedback from two or three people with whom you work or minister about their perception of the way you exercise your ministry. People you might wish to approach could include:

* your area dean;
* a churchwarden/line manager if in Sector Ministry;
* an ordained or lay colleague;
* a member of the congregation/or person from the context in which you minister;
* someone from a different aspect of your ministry
* someone from the local community with whom you work.

There must be at least two 360-degree feedbacks, one of which is provided by an ordained or licensed person and one by a lay person. Please remember that your review meeting cannot go ahead without this 360-degree feedback.

You will need to supply the people you select with an outline of the key aspects of your role – your Role Description if you have one/ Job Description if in some forms of Sector Ministry

Please ask your two or three chosen people to comment on how they think you manage your role in the different aspects of ministry you perform. When the responses have been returned to you, the intention is that they will help you reflect on how you exercise your ministry. It is to be hoped that these reflections will help you to complete the Ministry Development Review preparation form, for example by recognising how much you are appreciated, by identifying themes / tensions in the things people think you could develop and by helping you evaluate your use of time.



**Ministerial Development Review – 360-degree Feedback**

**Name of Minister:**

**Parish/Chaplaincy/Other Focus of Ministry & Role:**

**Your Name:**

**Role held / relationship to minister:**

**Questions**

1. What particular areas of my role do you feel able to comment on?
2. What am I good at?
3. How can I do things better?
4. What piece of advice would you give me?