



The Seven Pillars – Is My Ministry a Great Place to Work?

Pillar	Unhealthy Indicators	Healthy Indicators
Identity	<ul style="list-style-type: none"> X Doctrinal standards confuse staff X Efforts and resources misaligned with mission X Vision lacks existence, value or realism X Approach to reaching culture is irrelevant X Ministry prioritizes many objectives 	<ul style="list-style-type: none"> ✓ Doctrinal standards defined and understood ✓ Efforts and resources aligned with mission ✓ Vision inspires staff to value a realistic future ✓ Culture impacted positively for Christ ✓ Ministry prioritizes Spirit-led objectives
Leadership	<ul style="list-style-type: none"> X Single leader drives decision-making X Money overly influences decisions X Toxicity breeds a lust for power, pride, self X Disagreement results in reprisal X Deeds of the flesh choke the fruit of the Spirit 	<ul style="list-style-type: none"> ✓ Leadership team owns decisions together ✓ Mission and life change influence decisions ✓ Godliness diminishes power, pride, self ✓ Disagreement results in healthy dialog ✓ Fruit of the Spirit flourishes
Trust	<ul style="list-style-type: none"> X Staff wait to be told what to do X Distrust drives mediocre efforts X Gossip and backbiting roam the halls X Power plays demand submission X Political silos isolate teamwork X Mistakes greeted with unwarranted criticism 	<ul style="list-style-type: none"> ✓ Staff empowered to move forward ✓ Encouragement inspires the best efforts ✓ Gossip receives immediate correction ✓ Power plays receive no privilege or authority ✓ Teamwork dismantles political silos ✓ Mistakes greeted with grace and accountability
Clarity	<ul style="list-style-type: none"> X Strategic plan is nonexistent or lacks definition X Unclear staff objectives and goals X Staff must “figure out” supervisor desires X Staff don’t know what to do 	<ul style="list-style-type: none"> ✓ Strategic plan in-place and understood ✓ Clear staff objectives and goals ✓ Supervisor defines expectations ✓ Staff know exactly what to do
Impact	<ul style="list-style-type: none"> X Staff deliver ineffective results X Constituents often voice frustrations X Money allocated to misaligned priorities X Staff question if their work makes a difference X Internal strife concerning forward progress 	<ul style="list-style-type: none"> ✓ Staff deliver effective results ✓ Constituents rave about the ministry ✓ Money allocated to most impactful priorities ✓ Staff know their work makes a difference ✓ Staff “buy-in” concerning forward progress
Generosity	<ul style="list-style-type: none"> X Ministry characterized as “chintzy” or “cheap” X Salaries remain low because “we’re a ministry” X Benefit out-of-pocket costs limit staff access X Staff complain of burn out X Appreciation expressed rarely 	<ul style="list-style-type: none"> ✓ Liberality and equitability characterize ministry ✓ Staff receive professional salaries ✓ Benefit costs are manageable for all staff ✓ Staff burn out is uncommon ✓ Appreciation expressed often
Development	<ul style="list-style-type: none"> X Staff training lacks funding X Unknown staff gifts and capabilities X Pipeline for future leadership non-existent X Growth opportunities given to new hires 	<ul style="list-style-type: none"> ✓ Funds provided for staff training ✓ Known staff gifts and capabilities ✓ Pipeline for future leadership in-place ✓ Current staff evaluated for growth opportunities

Ministry workplace less than great? Contact us at info@pivotrhr.com for a free consultation.