

# SGBI Coach Report

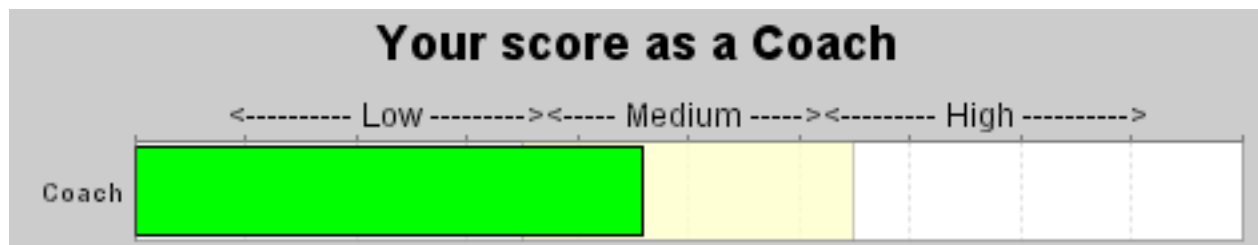
## Your Small Groups, Big Impact Coaching Report

One feature of the *Small Groups, Big Impact* Assessment is its ability to measure the strength of your coaching.

The extensive research behind the SGBI Assessment probed hundreds of different items to discover the key factors needed for a healthy small group system. Using careful statistical analysis involving data from thousands of small groups in hundreds of churches, the active coaching of leaders emerged as the most important factor in producing healthy, growing groups.

The following graph indicates the level at which your leaders are being coached, determined by the responses of the small group leaders under your care. Your score shows how your leaders are being coached in comparison to those served by other coaches who have previously taken this assessment. If the score is 50, the coaching is average. If the score is above 50, the coaching is better than average. If the score is below 50, the coaching is weaker than others.

## Your SGBI Coaching Score



## Understanding Your Score

The amount of attention that you give your leaders and your groups directly affects your score.

Yet your coaching score also reflects some factors beyond your control. Small group leaders vary in the amount of coaching they are willing to receive. Typically, new leaders need and want more coaching than established leaders. Some leaders are more independent, while others welcome regular input from their coaches.

## Coaching Priorities

Your coaching score was determined by your leaders' responses to the following six statements, to which they could respond "rarely," "seldom," "sometimes," "often," or "very often." The statements are given in order of their importance or weight, beginning with the one that the statistical analysis showed to be most important. These statements reveal six coaching priorities, and by reflecting on them you will discover keys to effectively coach small group leaders.

- 1. My coach or pastor meets with me to personally encourage me as a leader.**  
The research revealed that the single most effective way for a coach to impact their leaders is meet with them personally to encourage them, help them solve their problems, and assist them to strategically move their spiritual life, leadership and group forward.
- 2. My coach or pastor is aware of my needs as a leader.**  
High impact coaches are in touch with their leaders and aware of their needs so that they can best serve them.
- 3. I am confident that a coach or pastor is praying for me personally.**  
Bringing a leader and their group before God in prayer is one of the most powerful ways of advancing their ministry.
- 4. For support, I meet with a group including my coach and other small group leaders.**  
Besides a relationship with their coach, leaders are refreshed and helped through relationship with other group leaders who share ideas, solutions, and encouragement.
- 5. Our church holds regular meetings to encourage and minister to its small group leaders.**  
Leaders need a venue where they receive encouragement, vision, and personal ministry in order to excel in their leadership.

**6. My small group is visited by a pastor or small group coach.**

Occasional visits to small groups enable coaches to better support these groups. It also helps them to identify and encourage potential leaders that are emerging in their groups.

**Developing Plans to Improve Your Coaching**

The section below is designed to help you evaluate and improve your coaching. It begins by giving you questions to reflect on. Use the questions below as a starting point as you seek God's best for the health and growth of your small group leaders and members.

**Reflection questions:**

1. Think back over your life. Who was the best coach you ever had? (This could have been a piano teacher, band director, boss or some other leader or individual who helped you personally or a team you were on to accomplish something significant.) What made this person a great coach? What specifically did they do that helped you?

2. Who was a poor or mediocre coach that you had? What specifically did they do or fail to do?

3. What qualities do you see in your recent coaching that reflect either the great coaching or poor coaching you just identified?

4. The SBGI research identified various things that improve small group leader coaching: personal meetings, prayer for your leaders, team meetings and small group visits. Based on your experience, which of these have you done well in? Which would you like to improve in?

5. Which of your leaders need more coaching in the weeks and months ahead?

6. What specific steps could you take in the coming weeks to improve the coaching of your leaders?

7. What help or resources do you need to prepare you to put these plans into action? Are there people who can help you process your responses and shape a plan for the future? Write their names below. When could you possibly set up a meeting with these people?

8. What is one thing you want to ask God for right now to help you better fulfill your coaching role?

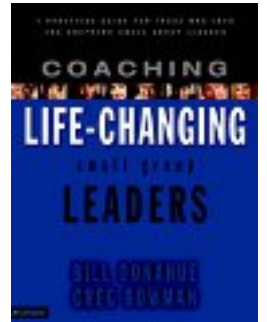
**Plan of Action:**

After reflecting on the questions above (and discussing your responses with others, if possible), outline your plans on a timeline to map out your path to an improved coaching ministry.

**Suggested Resource**

An excellent resource to help you better coach your leaders is the book by Greg Bowman and Bill Donahue:

Coaching Life-Changing Small Group Leaders



You will find this book at <http://www.willowcreek.com/grouplife/prod.asp?invtid=PR28172>.