



# *EQUIPPING THE SAINTS*

## **EVALUATION AND APPRAISAL**

NOTES

### **Introduction**

#### **Definition of Evaluation:**

The examining of our objectives to see that every part of the predetermined plan is functioning according to the performance standard necessary for accomplishing the goal.

It is interesting to note that God has been involved in the process of evaluating his creation since the beginning of creation. The Genesis account records five times that the Lord evaluated the works of his hands— **Genesis 1:4,12,18,21,25** —and saw, “that it was good.”

*And God saw every thing that he had made, and, behold, it was very good. And the evening and the morning were the sixth day.*

*(Genesis 1:31)*

So each day, God evaluated His work and was pleased with what he saw; then on the sixth day He saw that it was *very good*.

Since the Psalmist knew this aspect about God, He encouraged the Lord to evaluate him so that God could make him the kind of man He desired.

The Bible says:

*Search me, O God, and know my heart: try me, and know my thoughts: And see if there be any wicked way in me, and lead me in the way everlasting.*

*(Psalms 139:23-24)*

Most people dislike evaluation—they see it as a negative rather than a positive contribution to their lives. When students are tested on their ability to grasp the material taught in the course, they groan in apprehension.

Some have even left the course to escape testing or evaluation. Evaluation, however, is not to be a negative process. It is constructive and designed to help us.

## Evaluation helps us:

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- **Measure where we are in relationship to where we would be in reaching our goals.**

If evaluation is to be a constructive process, it is helpful to be able to see the following:

*Where I came from...*  
*Where I am going...*  
*Where I am now...*

- **Provide a basis and stimulus for needed correction.**

If I have drifted off course or am not keeping pace with my stated progress, evaluation will stimulate me to take corrective action.

- **Provide a base for future planning.**

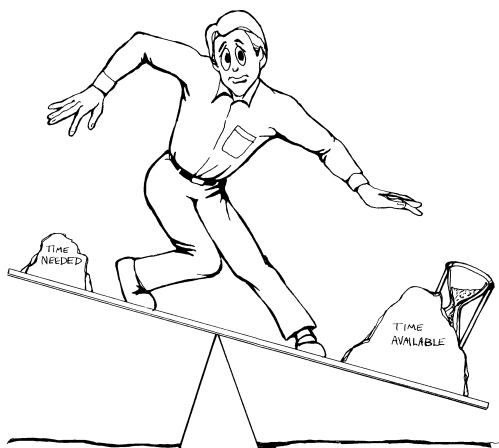
Knowing where we are at any given time will give us a basis on which to do our planning for the future. Evaluation is the way we find out where we are.

- **Keep moving toward the goals.**

Evaluation reveals deviation and keeps us moving in the right direction.

- **Have a sane estimate of our abilities.**

When we set unrealistic goals for ourselves, evaluation will reveal it. If we find that we are under pressure or overworked or just barely meeting our goals, our evaluation will help us to find a better balance or to set more realistic objectives.



## Objective vs. Subjective Evaluation

Evaluation should always be made on the basis of the stated goal or objective. If there is no clear goal stated, you are forced to evaluate **subjectively** and not **objectively**. In other words, you base your evaluation on your *emotional impression* of how you are doing in relation to the unmeasurable and nebulous goal. If the objective has been well-written, however, it will contain within itself a clear, concise measurable basis for evaluation.

Good objectives are not easy to write—they require some careful thought. But once they are written, they are easy to implement and measure because they state:

- The **intent** of the objective,
- The **activity** required to accomplish the objective,
- The **plan** for accomplishing the objective,
- The basis for **evaluating** the objective.

Unfortunately, most Christians live by subjectives—they have no clear goals or objectives for their lives. They live from day to day, not sure where they are going. They are like a ship without rudders on the sea of life. They are driven by the winds and currents and do not understand that their lives are being dissipated by the temporal things of the world rather than being invested in eternal things of God. To suggest that they spend a half-day alone with God for evaluation would be of little value because they lack the direction necessary to evaluate.

## How to Evaluate

Evaluation consists of asking a series of questions. These questions help you determine where you are going and how you are doing. The series of questions should be something like this:

### What is my objective?

Review each objective for the following areas:

- **My walk with God,**
- **My family,**
- **My vocation or studies,**
- **My ministry,**

- **My use of resources (time, money, talents),**
- **My overall life objective.**

Are these objectives written in a clear, concise manner so that your

- ✓ **Intent**
- ✓ **Activity**
- ✓ **Plan**
- ✓ **Progress**

can be measured?

### **What is my present position in relation to my goal?**

- **Where am I?**
- **Where should I be?**
- **Am I on schedule?**

The plan section of my stated objective studied in chapter 2/2 should help me at this point. It should spell out what I am doing and the amount of time necessary to keep me on target on a daily or weekly basis. If this part is well written, it will be easy for me to figure out where I am and if I am ahead, behind, or on schedule.

### **What obstacles are keeping me from my goal?**

- What specific hindrances are keeping me from being where the plans call for me to be?
- Are you being honest at this point?
- Have you identified the **real** problem—not just a symptom or surface problem?

Oftentimes people will say, “This is my problem” when a large percentage of the time it really is not. It may only be a symptom. Unless you discover the root cause and remove it, you will never solve the problem.



Suppose I hate roses, but had a rose bush in my garden. Would I ever get rid of the problem by cutting off every rose that appeared? By doing this I would only be pruning the bush and making it healthier. If I want to get *rid* of the bush, I need to get the shovel and remove it once and for all by attacking the root. The rose is the symptom, the root is the problem. Unfortunately many Christians are just pulling the roses off the bushes.

### **What corrections can I make to overcome the obstacles?**

There may be several things that can be done to overcome a particular obstacle. List these options and then choose the best one for conquering the obstacle in a realistic way.

Sometimes we think there is only one solution to a problem. This is not always true. We ought to be able to find three to five possible solutions for every problem. If we can't, we probably are not really thinking. If we are going to overcome obstacles, we need to carefully think through the possibilities or we may find that a so-called solution has solved one problem but has now created two new ones!

### **What is my plan of action over the next three days/weeks/months?**

Consider carefully this new corrective plan. Make sure it is **realistic**, **reasonable** and that it will **ensure success** in getting you back on target.

Determine some method of enforced discipline for yourself since you have not been holding this item in proper priority.

Make this a matter of special prayer. If you really want to be successful in accomplishing these worthwhile objectives, you **must** live by your plans and structured activities. If you do, rather than constantly being under the pressure and burden of unfulfilled goals, you will experience greater freedom and flexibility.

I suggest that if we are already experiencing victory in our objectives, evaluation once every three months should be sufficient. If we are struggling, we should increase the frequency of our evaluations to every three weeks. However, if we are simply defeated, we should not put off evaluation for more than three days. Not to take this corrective measure will ensure defeat and may cause us to lose hope and give up. Of course, this is exactly what Satan hopes will happen.

Remember that the successful man is willing to do what the unsuccessful man is *not* willing to do: namely, evaluating and enacting the necessary correction into his life.

## Dangers in Evaluation

### Measure against yourself

- **Make sure you measure yourself against your own objectives and abilities and not against other people or their objectives and abilities.**

The Bible reminds us:

*For we dare not make ourselves of the number, or compare ourselves with some that commend themselves: but they measuring themselves by themselves, and comparing themselves among themselves, are not wise.*

*(2 Corinthians 10:12)*

The Scriptures tell us that we are very unwise if we do this. If you take a person with an IQ of 130 (or a five-talent man as the Bible puts it) and ask him to perform at the same standard as the two-talent man with an IQ of 100, something is drastically wrong. Clearly, one man is far more capable than the other. One may be giving the job all he has while the other is only performing at a 70% capacity. Both men certainly do not deserve the same evaluation.

### Do it now

- **Don't postpone or avoid it.**

Many wait too long to do their evaluating or even until it is too late. If you have a regular schedule, it will help you detect errors while they can still be corrected.

**Remember:**

**Evaluation Is A Constructive Process  
Designed To Help You Accomplish Your Desired Goal.**

Nothing motivates people like success.

### Evaluate objectively

If you don't have measurable objectives, don't waste your time trying to evaluate. Redeem the time by setting some measurable objectives so there will be something realistic to measure yourself by later.

In this lesson we are suggesting that you need to have clear objectives on at least 12 areas of your life. These areas will insure that the *wheel illustration* is a reality and not just a philosophy for your life. Begin now by filling out only the 12 objectives of your Personal Objectives and Evaluation Planner. At the end of Book 3 you will be asked to evaluate these 12 objectives.