**Intern’s Self-Evaluation**

**TEEM Internship Evaluation**

Check one

**\_\_\_\_\_\_\_ Mid-year**

**\_\_\_\_\_\_\_ Final**

Submit to: TEEM Program

Pacific Lutheran Theological Seminary   
2000 Center Street, Suite 200 Berkeley, CA 94704  
1-800-235-PLTS Fax: 510-559-2712

Email: [teem@plts.edu](mailto:teem@plts.edu)

Name of Student: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name of Supervisor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Location (Address): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Term/Dates of Internship: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Assessment of Skills Needed for Pastoral Leadership:** Competency Levels

Directions: For each of the skill areas listed below, evaluate your level of competence on the following five point scale. Then, as needed, briefly comment on particular strengths or weaknesses.

1. Not yet competent – continued focus on this area would be important.

3. Competent – on track for ordination

5. Exceptional – this is an area where particularly outstanding gifts are evident.

**Leading Worship**

Consider your poise and presence, voice and language as you read scripture, lead prayer and conduct liturgy.

Level of competence (1-5)

Comments:

**Preaching**

Consider biblical interpretation, connection to the congregation/community, use of illustrations, and organizational clarity, as well as the delivery of sermons.

Level of competence (1-5)

Comments:

**Teaching Adults**

Consider your teaching methods, including the ability to facilitate discussion and create a comfortable learning environment, as well as the quality, depth, and presentation of concepts

Level of competence (1-5)

Comments:

**Teaching Youth and Children**

Consider both the materials used and the presentation to various age groups.

Level of competence (1-5)

Comments:

**Evangelism**

Consider your commitment and ability to welcome and interact with strangers, as well as your ability to offer a witness to Jesus Christ.

Level of competence (1-5)

Comments:

**Pastoral Care**

Consider your ability to develop trusting relationships, listen empathetically, respond to crisis and grief situations, discern the needs of people, and respect confidential information.

Level of competence (1-5)

Comments:

**Visionary Leadership**

Consider your attitude toward the ELCA and ecumenical relationships, as well as your ability to provide leadership for mission.

Level of competence (1-5)

Comments:

**Theological Understanding**

Consider your ability to speak clearly and with insight about the Christian faith from a Lutheran perspective.

Level of competence (1-5)

Comments:

**Administration**

Consider your ability to work with committees, deal with change and conflict, respond constructively to criticism, and accomplish tasks in a timely manner.

Level of competence (1-5)

Comments:

**Stewardship Leader**

Consider your ability to articulate and model a Christian stewardship of life, talents, and money.

Level of competence (1-5)

Comments:

**Leadership of Social Ministry**

Consider your sensitivity to issues of need and justice in the community and your ability to empower others to respond out of their faith commitment.

Level of competence (1-5)

Comments:

**Empowering Lay Leadership/Equipping the Laity**

Consider your ability to encourage collegiality, work with volunteers, delegate responsibility, share leadership, and support the laity in their ministry in the world.

Level of competence (1-5)

Comments:

**Engagement with the Community**

Consider your awareness of community issues and demographics, your willingness to engage in ministry in the community, and your skills and comfort level with community organizing.

Level of competence (1-5)

Comments:

**Collegiality**

Consider your ability and willingness to support professional colleagues in their ministry, cooperate with them in projects, and receive ministry from them.

Level of competence (1-5)

Comments:

**Self-Care**

Consider your ability to manage time effectively, engage in practices designed to maintain a life style that tends to physical, mental emotional and spiritual needs, and demonstrate commitment to maintain and nurture important personal relationships

Level of competence (1-5)

Comments:

**Spiritual Formation**

Consider your practice of a personal devotional life, your commitment to one or more spiritual disciplines, your commitment to on-going education and growth, and your use of a spiritual director/mentor.

Level of competence (1-5)

Comments:

**Intern’s Signature:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Supervisor’s Response** [check one]

\_\_\_\_\_\_ I have read my intern’s self-assessment and I agree that it is a fair evaluation of his/her competencies for pastoral ministry.

\_\_\_\_\_\_ I have read my intern’s self-assessment and I agree, with the following exceptions or additions:

**Supervisor’s Signature:**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ **Date: \_\_\_\_\_\_\_\_**