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JIM HENRY LEADERSHIP INSTITUTE

AT NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY



THE JIM HENRY LEADERSHIP INSTITUTE
AT NEW ORLEANS BAPTIST THEOLOGICAL SEMINARY
EXISTS TO STRENGTHEN MINISTRY LEADERS FOR THE
NEXT GENERATION OF KINGDOM SERVICE

**The JHLI was CREATED for the PURPOSE of
INCREASING PASTORAL TENURE
and REDUCING the PASTORAL DROPOUT RATE**

The following assessment tool is a resource to help pastors
evaluate their total well-being.

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Six Dimensions of Total Well-Being

In *Building Blocks to Longer Life in Ministry*, Tommy Yessick created a Wellness Inventory, involving core components and foundational dimensions of total well-being. The Wellness Wheel identifies the core components of call, character, and competencies as the hub of the wheel, from which the six dimensions connect as spokes with equal balance. Each of the dimensions interrelates to the others. All are worthy of attention. Maintaining balance is critical to healthy well-being. Imbalance indicates a danger zone which can and will impact all other dimensions.



Emotional Well-Being is characterized by self-awareness, acceptance and an ability to express all emotions honestly. This dimension is characterized by four basic emotions: glad, mad, sad, and scared.

Intellectual Well-Being is characterized by God-given mental capacity. Key Elements of this dimension include curiosity and hardiness.

Physical Well-Being is characterized by awareness and behaviors regarding exercise, nutrition, medical self-care and safety.

Social Well-Being is characterized by effective interaction with others. Key Elements of this dimension include family, a support network, casual friendships and community involvement.

Spiritual Well-Being is characterized by our relationship with God, personal devotion, integrity and mentoring.

Vocational Well-Being relates to our work, job or occupation. Key Elements of this dimension include satisfaction, success, appreciation and growth.

Assessment of Total Well-Being

The following pages compile the Wellness Inventory. Please respond to all items in each category. Work quickly, but not in haste. Respond in a manner reflecting how you are most of the time in a given situation. For example, "I express my feelings of anger in an appropriate manner." If you chose the response "Almost Always" or "Often," it does not mean you are angry much of the time. It means, when you are angry, you express this anger appropriately most of the time.

The last page of the Inventory provides a key to score your assessment.

ASSESSMENT OF TOTAL WELL-BEING

Respond to all the items in the Wellness Inventory, reflecting how you are most of the time in each situation:

| Emotional Well-Being | Almost always | Often | About half the time | Occasionally | Rarely |
|--|--------------------------|--------------|--------------------------------|---------------------|----------------------|
| 1. I share my positive and negative feelings with someone who is close. | ① | ② | ③ | ④ | ⑤ |
| 2. I am willing to go to great extent to resolve conflict. | ① | ② | ③ | ④ | ⑤ |
| 3. I know and abide by my limits. | ① | ② | ③ | ④ | ⑤ |
| ★ 4. I am often stressed to the point that it impacts my relationships with others. | ① | ② | ③ | ④ | ⑤ |
| 5. I manage my stress through healthy means. | ① | ② | ③ | ④ | ⑤ |
| 6. I adapt well to change. | ① | ② | ③ | ④ | ⑤ |
| 7. I maintain a sense of humor in all situations. | ① | ② | ③ | ④ | ⑤ |
| 8. I can formulate new ideas. | ① | ② | ③ | ④ | ⑤ |
| 9. I can communicate effectively, regardless of emotional distress. | ① | ② | ③ | ④ | ⑤ |
| 10. According to my coworkers and/or family, I express my <i>anger</i> appropriately. | ① | ② | ③ | ④ | ⑤ |
| 11. According to my coworkers and/or family, I express feelings of <i>sadness</i> appropriately. | ① | ② | ③ | ④ | ⑤ |
| 12. According to my coworkers and/or family, I express feelings of <i>fear</i> appropriately. | ① | ② | ③ | ④ | ⑤ |
| 13. According to my coworkers and/or family, I express my <i>happiness</i> appropriately. | ① | ② | ③ | ④ | ⑤ |
| Total | | | | | <input type="text"/> |

ASSESSMENT OF TOTAL WELL-BEING

Respond to all the items in the Wellness Inventory, reflecting how you are most of the time in each situation:

| Intellectual Well-Being | Almost always | Often | About half the time | Occasionally | Rarely |
|--|--------------------------|--------------|--------------------------------|---------------------|----------------------|
| 14. I attend workshops, seminars, plays, museums, or lectures at least 3-4 times a year. | (1) | (2) | (3) | (4) | (5) |
| 15. I avoid negative, violent information. | (1) | (2) | (3) | (4) | (5) |
| 16. I consider myself mentally flexible and open to new ideas. | (1) | (2) | (3) | (4) | (5) |
| ★ 17. I often agonize over my past mistakes. | (1) | (2) | (3) | (4) | (5) |
| ★ 18. I am worried about the future. | (1) | (2) | (3) | (4) | (5) |
| 19. I am interested in subjects not related to my work. | (1) | (2) | (3) | (4) | (5) |
| 20. I share my ideas, concepts, and dreams with others. | (1) | (2) | (3) | (4) | (5) |
| 21. I keep up with current events. | (1) | (2) | (3) | (4) | (5) |
| 22. I am committed to the things I do. | (1) | (2) | (3) | (4) | (5) |
| 23. I can influence the outcome surrounding events. | (1) | (2) | (3) | (4) | (5) |
| ★ 24. I feel as if I were the victim of circumstance. | (1) | (2) | (3) | (4) | (5) |
| ★ 25. I feel helpless with regard to my work. | (1) | (2) | (3) | (4) | (5) |
| ★ 26. I feel helpless with regard to my personal life. | (1) | (2) | (3) | (4) | (5) |
| Total | | | | | <input type="text"/> |

ASSESSMENT OF TOTAL WELL-BEING

Respond to all the items in the Wellness Inventory, reflecting how you are most of the time in each situation:

Physical Well-Being

Almost
always

Often

About half
the time

Occasionally

Rarely

27. I get adequate amounts of physical activity.

1

2

3

4

5

28. I participate in an active hobby.

1

2

3

4

5

29. I exercise three times a week for at least 20-30 minutes at a time.

1

2

3

4

5

30. I am pleased with my current fitness level.

1

2

3

4

5

31. I maintain a good diet (including 5 servings of fruits and vegetables daily).

1

2

3

4

5

32. I minimize my consumption of dietary fat.

1

2

3

4

5

33. I am pleased with my current weight.

1

2

3

4

5

34. I eat a nutritious breakfast.

1

2

3

4

5

35. I get an adequate amount of sleep.

1

2

3

4

5

36. I believe I can improve my health.

1

2

3

4

5

37. I know what I need to do to improve all areas of my health.

1

2

3

4

5

38. I use my seat belt.

1

2

3

4

5

★ 39. I feel fatigued and worn out.

1

2

3

4

5

Total

ASSESSMENT OF TOTAL WELL-BEING

Respond to all the items in the Wellness Inventory, reflecting how you are most of the time in each situation:

Social Well-Being

Almost
always

Often

About half
the time

Occasionally

Rarely

40. I am pleased with my family relationships.

1

2

3

4

5

41. I spend adequate time with my spouse. If single, I have a close friend whom I visit often.

1

2

3

4

5

42. I demonstrate the importance of my family by spending time with them.

1

2

3

4

5

43. Family activities are a priority.

1

2

3

4

5

★ 44. I cancel a family activity because of work.

1

2

3

4

5

45. I have positive interactions with my family.

1

2

3

4

5

46. I classify my home as a happy place to live.

1

2

3

4

5

47. I communicate regularly and often with a close friend.

1

2

3

4

5

48. I have a close friend, apart from my church.

1

2

3

4

5

49. I am involved in community activities.

1

2

3

4

5

50. I receive encouragement during setbacks.

1

2

3

4

5

51. I give encouragement to others during setbacks.

1

2

3

4

5

52. I feel accepted by others.

1

2

3

4

5

Total

ASSESSMENT OF TOTAL WELL-BEING

Respond to all the items in the Wellness Inventory, reflecting how you are most of the time in each situation:

Spiritual Well-Being

Almost
always

Often

About half
the time

Occasionally

Rarely

53. My actions and values are in sync.

1

2

3

4

5

54. I adjust my ethical beliefs to avoid problems or get things done.

1

2

3

4

5

55. I maintain my personal ethics in all situations.

1

2

3

4

5

56. My spiritual values guide my daily actions.

1

2

3

4

5

57. All my personal actions are constructive.

1

2

3

4

5

58. My spiritual expectations are realistic.

1

2

3

4

5

59. My ethics and morals are consistent with my role as a minister.

1

2

3

4

5

60. My ethics and morals are consistent with what I preach or teach.

1

2

3

4

5

61. I am satisfied with my spiritual growth.

1

2

3

4

5

62. I have a regular, personal quiet time.

1

2

3

4

5

63. I am guided by biblical values rather than the expectations of others.

1

2

3

4

5

64. My awareness of God occurs at times other than crisis.

1

2

3

4

5

65. I am accountable to another person.

1

2

3

4

5

Total

ASSESSMENT OF TOTAL WELL-BEING

Respond to all the items in the Wellness Inventory, reflecting how you are most of the time in each situation:

Vocational Well-Being

Almost
always

Often

About half
the time

Occasionally

Rarely

66. My financial resources are well managed.

1

2

3

4

5

★ 67. I believe I am approaching burnout.

1

2

3

4

5

68. I am competent to do what my job entails.

1

2

3

4

5

69. I maintain a good relationship with my coworkers.

1

2

3

4

5

70. I attend conferences and workshops related to my work.

1

2

3

4

5

71. I take time off, including a yearly vacation.

1

2

3

4

5

★ 72. I feel overloaded in my current work situation.

1

2

3

4

5

73. I am enthusiastic about my work.

1

2

3

4

5

74. My work is enjoyable and provides a high degree of satisfaction.

1

2

3

4

5

75. My current ministry's work is challenging.

1

2

3

4

5

76. I am sure about God's call for me.

1

2

3

4

5

77. My work and ministry are appreciated by my coworkers.

1

2

3

4

5

78. My work and ministry are appreciated by my congregation.

1

2

3

4

5

Total

ASSESSMENT OF TOTAL WELL-BEING

Use the following key to score your assessment

- Write 1 in the margin if you marked 4 or 5 on the items with a star beside the number.
- Write 1 in the margin if you marked 1 or 2 on all other items not scored.
- Add your score within each of the six areas. (Check your math if you score more than 13 in each section.)
- A score of 10-13 may indicate that you're doing very well within that dimension.
- A score of 6-9 may indicate that small changes can make a difference. Look for ways to improve in this area.
- A score of 5 or below may indicate an area for focus. Decide on two or three lifestyle habits that if you changed would help your well-being. Then begin to change one habit at a time.

Emotional Well-Being Total

Intellectual Well-Being Total

Physical Well-Being Total

Social Well-Being Total

Spiritual Well-Being Total

Vocational Well-Being Total

