



Christian Growth Checklist

We believe that materials such as these are always “in process” and able to be improved. We will be grateful to receive any feedback you have to share with us. Please send any comments and/or suggestions to:

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Scripture quotations, unless otherwise indicated are from the New International Version of the Bible, © 1978 by New York International Bible Society

NOTES: In the interest of editorial brevity and simplicity, these documents treat gender-neutral and gender-plural references with the masculine pronoun “he” rather than “she,” “he or she” or other constructions. When clarity is better served by other words, we follow whatever usage seems to aid readers best. Worldwide Discipleship Association follows Scripture in joyfully recognizing that God created man and woman in His image as equal recipients of His grace and mercy.

Christian Growth Checklist

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Christian Growth Checklist (CGC) Worldwide Discipleship Association

“When a disciple is fully taught, he will be like his teacher.” Luke 6:40
“And Jesus grew in wisdom and stature, and in favor with God and men.”
Luke 2:52

One of the most important activities of a disciple builder in the disciple building process is discerning the needs of his disciple and then setting goals and designing plans based on those needs. Knowing this, we saw the need for an instrument that helps a mentor (disciple builder) and the disciple systematically evaluate where the disciple is in his development of 1) biblical knowledge and ministry skills (equipping) and 2) emotional health and relational skills (restoring).

The goal is NOT to “test” the disciple with the purpose of rewards or punishment, but the goal IS to give the disciple and his mentor clear information about what content, skills, and abilities (both in equipping areas and in restorative areas) the disciple has and what he still needs to learn and develop within the progressive disciple building model.

This instrument is divided into two parts. Part A addresses Equipping Areas of need. Part B deals with the areas of emotional and relational need—Restorative Areas. At the beginning of each part you will find comments and instructions.

For a complete discussion about planning growth projects for disciples based on the results of the *Christian Growth Checklist*, refer to *Disciple Building: A Practical Strategy*, available from WDA. Visit our web-site www.disciplebuilding.org to download samples and order *A Practical Strategy* and other materials. To order additional copies of the *Christian Growth Checklist* see our web-site.

CHECKLIST A: Equipping Areas

This checklist tracks the degree to which a disciple has been equipped or trained in his ministry and leadership development. It focuses particularly on the knowledge and skills (**wisdom**) he has gained concerning God and His Kingdom, and measures the roles and responsibilities (**stature**) he has assumed in furthering God's kingdom.

Some of the items on the list are concerned with concepts that we know. Other items deal more with activities that are part of our lives. In some cases there may be some overlap or degrees of application. We encourage you to check items only when you have achieved a fair degree of consistency in that activity and when your knowledge has resulted in a sense of assurance and confidence.

The Checklist will:

- Help you discover any "holes" in your development. You will be able to identify specific areas that need attention from a previous phase(s).
- It will help you target areas you need to focus on as you continue to grow. By looking ahead to other areas of growth, you can anticipate the specific skills and concepts you will want to consider, and begin to design strategies to address these.

How to use this Checklist:

- You may use this Checklist to get general information about where you are in the spiritual growth process. The Phase of growth at which you have checked most, if not all, items suggests your level of spiritual maturity. For more information about the phases of growth see *Disciple Building: A Biblical Framework*.
- You may choose to use this Checklist as a tool to help you develop a personal growth project, either for yourself or for a disciple. To develop a personal growth project, you will need to take the results of this Checklist, prioritize the areas of need and write goals and projects designed to meet the needs.

When you come to a Phase in the Checklist in which you mark one-half or fewer of the items, this indicates that you need training and growth at this phase, and possibly, at the previous phase. While most people will have a few items checked in each of the phases, the target phase for planning a growth project is the highest phase with a predominance of checked items.

Begin your planning by "filling in the holes" from this phase (the items not checked). From there, go to items at the next Phase. Prioritizing these areas of need is essential. Writing goals and projects comes after the prioritizing. (See *Disciple Building: Mentoring for Progressive Growth*, WDA)

- Another effective use of this *Checklist* is for a disciple to ask a mentor and/or close friend for feedback by having them complete the Checklist on him. This can provide an excellent opportunity for communication about possible blindspots.

Remember, this is for your benefit. There are no "right" or "wrong" answers, merely indications of where you are on a growth continuum. This indicates your personal maturity level, and this knowledge should be a cause for both celebration and motivation. You should celebrate that God has brought you so far in your faith and that you have responded to His leadership. It should also motivate you to continue

to grow. Therefore, it is to your advantage to be consistent and honest in your appraisal of yourself. No one will see your checklist except you and those you choose to share the information with.

This is not a test. It is an indicator of where you are in your Christian growth so that you and/or your mentor (disciple builder) can plan the best strategy for your development.

The concepts that form the foundation for the items on this list are derived from Christ's teaching and from a historical orthodox view of Scripture. It is designed primarily to help mark milestones on our spiritual journey. It is not intended to be a position for launching theological teaching or debate.

Instructions: Read over the items in each Phase and mark the items that are true of you. Continue marking items in each Phase until you come to a Phase in which you mark fewer than one-half of the items. This indicates that you need training and growth at this phase, and possibly, at the previous phase.

Remember, try to be consistent and honest in your appraisal of yourself. Celebrate what God has done in your life and eagerly anticipate what He will do!

SAMPLE

Phase I-B: Follow Up

- Permission granted to print up to 12 copies
- I understand that God loves me.
 - I have admitted that I have a problem with sin and need a savior.
 - I know that my sin caused a separation between God and me before I became a Christian.
 - I know that my good deeds are not the basis of my salvation.
 - I know that if unbelievers continue to reject Christ they will experience separation from God and eternal damnation.
 - I know that I am forgiven because Christ died on the cross to pay the penalty for my sin.
 - I know that Jesus Christ is the only way that people can be brought into a relationship with God.
 - I know that the Bible is the Word of God.
 - I know that I have eternal life.
 - I have acknowledged my faith in Jesus Christ through baptism.
 - I have placed my faith in Christ alone for salvation.
 - I realize that the Christian life is journey that will last a lifetime.
 - I have a desire to follow Christ.
 - I find myself trusting Christ in new ways.
 - My care and concern for others has increased.

Phase II: Laying Foundations

- I know that I am a new person now that I have trusted Jesus Christ.
- I know that the Holy Spirit lives in me and will empower me to live the Christian life.
- I know how to be filled with the Spirit.
- I know that Jesus Christ is coming again.

- 20. I have seen God answer specific prayers related to my everyday needs.
- 21. I have experienced God's guidance and direction about a particular matter.
- 22. I regularly attend a local church.
- 23. I am learning to understand and apply the Bible to my daily life.
- 24. I am establishing a personal devotional time in my daily routine.
- 25. Since becoming a Christian, I have sinned and have experienced both the discipline and forgiveness of God.
- 26. I am in a small group that meets regularly for Bible study and encouragement.
- 27. I know that God is a just, benevolent, all-powerful Father.
- 28. I know that God has a three-in-one nature: Father, Son, and Holy Spirit.
- 29. I understand Jesus to be God, reigning in heaven.
- 30. I have an increasing interest in telling others about Jesus.
- 31. I'm developing a day-to-day walk with the living Christ.

Phase III: Equipping For Ministry

- 32. I know how to explain to someone else how to become a Christian.
- 33. I know how to lead an evangelistic Bible study.
- 34. I have participated in an organized evangelistic outreach.
- 35. I have shared my Christian testimony with a non-Christian.
- 36. I have shared the Gospel with a non-Christian.
- 37. I regularly contribute a portion of my income to God's work.
- 38. I am beginning to discover my unique abilities and contributions to God's kingdom by participating in a variety of ministry situations.
- 39. I have learned how to study the Scriptures in a simple, but systematic way.
- 40. I have established a regular daily time to read the Bible and pray.
- 41. I have seen God's supernatural provision to meet needs.

- 42. I have been part of a group that learned how to minister to the needs of others.
- 43. I have let people in my daily world know that I am a Christian.
- 44. I have taken a new Christian through basic follow-up.
- 45. I am aware that there is spiritual warfare going on around me.
- 46. I am aware of a situation in which Christ's power has overcome evil.
- 47. I believe that Jesus defeated Satan at the cross.
- 48. I am deeply concerned about people dying without knowing Christ.
- 49. I meet regularly with an older Christian for the purpose of being trained and encouraged.
- 50. I know a biblical defense of who Jesus is and His role in salvation.
- 51. I have experienced power from the Holy Spirit in a witnessing situation.

- 52. I understand that God has declared me righteous in Christ.
- 53. I know that Jesus' death on the Cross satisfied God's wrath toward my sin and removed all hostility between us.
- 54. I understand that my acceptance by God is based only on what Christ has done for me and never on my works.
- 55. I understand that what is true of Christ in His humanity is true of Christians through our union with Christ.
- 56. I have learned to answer the most common questions non-believers ask.

- 57. I have had to adjust my schedule in order to make ministry to others a priority.
- 58. I am beginning to see through my ministry experience that I am a part of God's larger plan to impact the world.
- 59. I've come to understand that although God calls believers to share the gospel with others, no one comes to Christ unless God draws him.
- 60. I have at least three non-believers that I pray for regularly.

Phase IV-A: Appointing New Leaders

- 61. I can remember several occasions when I had to say "no" to something I wanted to do in order to minister to others.
- 62. I am able to write down the character qualities that Jesus presented in the Sermon on the Mount and expects His disciples to exhibit.
- 63. I know the biblical teaching on spiritual gifts.
- 64. I know how to study a specific book of Scripture.
- 65. I know how to study a specific topic in Scripture.
- 66. I know the principles of biblical interpretation.
- 67. I know how to prepare a small group Bible study lesson.
- 68. I have received training in small group leadership.
- 69. I can write down at least 3 principles of spiritual warfare.
- 70. I have been a key player in a spiritual warfare situation in which there was an obvious change for the good.
- 71. I have helped a believer establish a personal devotional time.
- 72. I can remember at least three times in the past year when I initiated sharing the Gospel with people I did not know.
- 73. I am accountable to a more mature Christian with whom I meet regularly.
- 74. I have accepted responsibility for the spiritual development of others by leading a small discipleship group.
- 75. I have received positive feedback about my leadership of a small group.
- 76. I have confronted another Christian about an area of sin in his life.
- 77. I am able to recognize and avoid getting caught up in legalism.
- 78. I have devoted myself to a team that is providing leadership to a group of young believers.
- 79. I am able to discuss spiritual matters in a loving respectful manner with people who are hostile toward the Gospel.
- 80. I have a systematic plan for praying for disciples under my care.
- 81. I have grown to the point that I can receive correction from another person.

Phase IV-B: Focusing on Eternal Things

- 82. I know how to recognize the errors of non-Christian cults and religions.
- 83. I have endured a difficult test that made me less concerned about matters here and now and more concerned about eternal things.
- 84. I am part of a group of leaders that is responsible for a specific, ongoing ministry in a church or a Christian organization.
- 85. It is becoming clearer to me what my strengths and spiritual gifts are.
- 86. I have trained others how to carry out evangelism.
- 87. I know how to help other believers study the Bible.

- 88. I have ministered in a culture other than my own.
- 89. I have come to see that it is easy to do things that look spiritual yet do not reflect true spirituality.
- 90. I can remember a time in the past year when I did not understand what God was doing but was able to continue to walk with Him and trust Him in spite of it.
- 91. I have been in a situation where it was very unpopular to voice or live the biblical convictions I hold.
- 92. In at least one situation this past year, I realized that my expectations of the Christian life were unrealistic, and I had to rethink and adjust them.
- 93. In the past year I trusted Christ for something I never thought I could.
- 94. I've come to understand that suffering plays a positive, important role in the Christian life.
- 95. I have gone through some difficult experiences this year that have convinced me that Jesus is the only one I can trust.
- 96. I know that my tendency to sin will not go away as long as I am alive on this earth.
- 97. I have asked God to help me make eternal things a priority.

Phase V-A: Delegating New Responsibilities

- 98. I'm able to trust God to work in and through other Christians He has placed in my life, even when I disagree with them.
- 99. I know how to interpret and teach the Scriptures.
- 100. I am able to deflect gossip and deal with slander.
- 101. I am able to help Christians work through conflicts.
- 102. I know how to recognize those who struggle with emotional problems and help them or assist them in finding help.
- 103. My ministry is being formed more and more around my strengths and spiritual gifts.
- 104. I am part of a leadership team that arrives at unity by making decisions by consensus.
- 105. I have wrestled with the biblical teaching about the miraculous gifts of the Spirit and their place in the church.
- 106. I have an organized, systematic prayer strategy.
- 107. I have studied the purpose of the church and how it is suppose to function, both internally and toward the world.

- 108. I am making progress in an area of my life in which I previously habitually sinned.
- 109. I have seen God answer specific requests after I have persevered in prayer.
- 110. I have been able to forgive a Christian who has deeply hurt me.
- 111. I have been in a situation where I willingly submitted to an authority I did not agree with in a church or Christian organization.
- 112. I have endured in a relationship that required me to keep loving and believing the best about a person who was treating me badly.
- 113. I am part of a team that makes decisions for a local church or ministry.
- 114. I have thought through the biblical teaching about the relationship between Christianity and human government.
- 115. I am usually able to appreciate the ministry of other believers without feeling competitive toward them.
- 116. I am part of a team that is developing new leaders.
- 117. I have been part of the decision-making process when we had to deal with a believer who needed to be subjected to church discipline.
- 118. I am learning basic lay-counseling skills.

Phase V-B: Casting A World Vision

- 119. I have a vision of how the ministry I have can impact the whole world.
- 120. I have given to the Lord's work when I could not afford to.
- 121. As I see my own sin and that of the world around me, I find myself longing more and more for Christ's return.
- 122. I have a good grasp of the different views on the end times and the return of Christ.
- 123. I have an active role (specific prayer, focused giving, being a missionary, corresponding with missionaries, etc.) in reaching other nations with the Gospel.
- 124. Younger Christians often come to me seeking guidance about God's will.
- 125. Within this past year I went through an experience that humbled me by showing me the seriousness of my sin.
- 126. I have endured a time of trouble that taught me not to rely on my own strength and resources, but on Christ.
- 127. As my intimacy with God increases, my burden to pray for His church and the world increases.
- 128. I can name several areas in my life and ministry that would fail miserably without the specific help of God.
- 129. Intense spiritual warfare is a common occurrence in my life and ministry.
- 130. I have experienced several different situations that have convinced me that Christ is totally sufficient for everything I need.
- 131. I am able to make sacrifices for the Kingdom of God because my citizenship is in heaven.
- 132. I count it a privilege to suffer for Christ.

SAMPLE

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CHECKLIST B: Restorative Areas

This checklist tracks the degree to which a disciple has developed emotional and relational maturity.

The Checklist will:

- Help you discover any “holes” in your development. You will be able to identify specific areas that need attention.
- It will help you target areas you need to focus on as you continue to grow. By looking ahead to other areas of growth, you can anticipate the specific skills and concepts you will want to consider, and begin to design strategies to address these.
- Many of the activities and attitudes addressed in this checklist have not been emphasized in Christian discipleship. It is not uncommon for a person to be at an earlier stage of development in this checklist than in the previous checklist (Part A). A healthy goal is for a disciple to be at the same level of maturity in both the equipping and the emotional/relational areas. Thus, attention may need to be given to a weaker area in order to “catch up” with other areas.

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SAMPLE

Phase II: Laying Foundations

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1. It is difficult for me to imagine going through life without talking with someone about what's going on with me.
 2. When people share either difficult or good feelings, I am able to experience those feelings with them.
 3. I can count on my family and/or friends when I need sympathy and understanding.
 4. My initial response to an authority is one of cooperation and respect.
 5. If I'm absent from a meeting of my small group, I know I am missed.
 6. I am beginning to understand that God takes note of me as an individual.
 7. Understanding who I am includes knowing I am made in God's image, and yet I am one of a kind.
 8. I am discovering that I can change, and I can choose.
 9. I believe that God created people with needs.
 10. I believe that needs can play a positive role in my life.

 11. I believe that negative emotions can play a positive role in my life.
 12. I know that I am responsible for myself: my needs, emotions, actions, growth.
 13. I understand that although I am greatly influenced by my past, it does not have to determine my future.
 14. I realize that what I think affects how I feel.
 15. I believe giving and/or receiving forgiveness is critical to emotional, relational and spiritual health.
 16. I know of at least one addiction-like behavior that I have struggled with. Examples: food, work, shopping, relationships, TV, computer games, exercise, drugs, perfectionism, sleep, etc.
 17. There are at least two people I could feel comfortable talking with this week about my emotions.
 18. I can list five different emotions I've experienced this past week.

- 19. I am usually able to recognize what triggers a particular emotion in myself.
- 20. I do not try to avoid feeling certain emotions.

- 21. When a person has hurt or angered me, I generally am able to forgive.
- 22. In a conflict, I am eventually able to talk to the person I'm angry with in an honest but controlled manner.
- 23. I can identify at least three needs for myself (other than physical needs).
- 24. I am able to talk with someone I trust about my needs (other than physical needs).
- 25. I am willing to allow other people to meet my needs.
- 26. After I have sinned and confessed, I'm able to feel forgiven by God fairly soon.
- 27. After I have sinned and confessed, I'm able to feel forgiven by myself fairly soon.
- 28. I have experienced awe of and appreciation for God.
- 29. I enjoy spending time with God.
- 30. People who know me well think of me as emotionally stable.
- 31. Generally, I feel that God is for me and not against me.
- 32. I am able to trust God to provide for my needs.

Phase III: Equipping for Ministry

- 33. I am able to bear another's burden without taking responsibility for that person's problem.
- 34. Knowing that the only person that can change "me" is "me" keeps me from trying to change others.
- 35. When I have a conflict in a relationship I am able to initiate discussion and persist toward a resolution as far as the other person is willing to go.
- 36. I can give an example of a time someone had a legitimate need that I could have met, but I knew my limits and was able to say "no."
- 37. Others would describe me as a person who "says what he means and means what he says" and does so with tact.
- 38. I can recall several people who have told me that they have really felt understood by me.
- 39. I can name several people who hold different opinions than I do, but I consider them my friends.
- 40. I get a hint of the rejection that Jesus and His followers experienced when I experience rejection and ridicule for my faith.
- 41. I am comfortable just being myself instead of pretending to be something I'm not for the sake of belonging.
- 42. As I realize that I am truly unique—no one else is like me—I am less likely to compare myself to others to determine my worth.

- 43. I can think of a specific ministry project I participated in that showed I can have an impact on others.
- 44. I am a person who can initiate and try something new even if it seems risky.
- 45. I can name at least one strength and one weakness I have discovered about myself as a result of my participation in ministry.
- 46. I realize that I have a responsibility to faithfully minister to others.
- 47. I believe I have the power and right to make choices for my life.
- 48. I understand that I am not under condemnation for my sin.
- 49. I know I can make progress toward experiencing freedom from my old sin pattern.
- 50. Within the past month, I can think of at least one instance when I took time for myself even though there were other demands being made of me.
- 51. Within the past month, I can think of at least one instance when I chose to delay meeting my own needs in order to meet the needs of others.

- 52. When something is legitimately out of my control I am able to let go of it and leave it to God.
- 53. I realize I cannot change another person even though I can tell him the truth and hold him accountable.
- 54. When I am challenged about my belief in the Gospel, I do not compromise.
- 55. I consistently tell the truth even when doing so is to my detriment.
- 56. I realize that everything I have is a gift from God.
- 57. I understand that there is nothing I can do that will cause me to lose God's grace.
- 58. I am able to identify fears I have about ministry. (e.g. rejection, disappointing others, failure, etc.)
- 59. I feel amazed, yet confident, that I'm accepted by God just as I am (with strengths and weaknesses).
- 60. I feel increasingly empowered to minister because I'm growing through ministry and relational experiences.
- 61. I feel connected with others on an emotional level.
- 62. I am able to initiate toward people in ministry because I know they will benefit.
- 63. I feel it is acceptable to try and then fail.

Phase IV: Developing New Leaders

- 64. I can give an example of a time when I gave my opinion to the leadership team but was able to accept a different decision by the group.
- 65. I can explain the negotiation skills I used to reach a compromise in a specific disagreement.
- 66. I have experienced being on a leadership team that effectively used problem-solving skills to meet a challenge or resolve a conflict
- 67. Someone in leadership would say that I am a person who willingly accepts responsibility to lead as a servant.
- 68. As a leader of a small group, I can describe several typical relational problems that I have dealt with successfully.
- 69. Although Christ has given me a new heart that wants to please God, I still need to deal with my internal sin nature which opposes God.
- 70. I realize that my problems are not unique—other people struggle with similar problems.
- 71. I have discovered my role and potential on a team of leaders.
- 72. I am learning to live with the truth and the tension that I am both good and bad.
- 73. I am able to write down one spiritual gift I have.

- 74. In a sentence I am able to describe a ministry I would love to do (i.e. spend the rest of my life doing).
- 75. I know at least one person who would list my strengths and weaknesses the same as I would.
- 76. No one has ever told me I am a perfectionist.
- 77. No one has ever told me that I live a chaotic life.
- 78. Although a few things may be all good or all bad, I usually view most things (situations, people and institutions) as a mixture of good and bad, positive and negative.
- 79. Other people tell me that I see things realistically; not making too little or too much of them.
- 80. I definitely think things through rather than jumping to conclusions.
- 81. People do not accuse me of being overly critical.
- 82. I rarely get stuck analyzing, dwelling on, thinking about, one thing.
- 83. I typically live in the present rather than getting stuck on the past or worrying about the future.
- 84. I'm coming to believe that the problems people have and the solutions needed are more complex than many people think.

- 85. I am usually flexible (not too rigid or too legalistic).
- 86. I understand that theological truth rarely lies at the extremes but usually is found in the tension between two truths.
- 87. On a practical basis, I understand that God has called believers to moderation in most areas of life (e.g. dress, food, finances, etc.)
- 88. I feel relieved because I understand that my incompleteness and failure are a normal part of being human.
- 89. I feel hopeful and peaceful because I realize that I can survive suffering and that it has positive results.
- 90. Because I have accepted the fact that my struggles are a normal part of life, I am able to empathize with others who struggle.
- 91. I have experienced greater intimacy with God as a result of suffering.
- 92. I have experienced growth in my faith as a result of suffering.
- 93. I feel an increased sense of responsibility for the ministry at large.
- 94. I feel included as part of a leadership team.
- 95. I feel a sense of shared responsibility for the ministry.

Phase V: Developing Mature Leaders

- 96. I find from my own personal experience that an effective leadership team requires the participation and cooperation of various people with different gifts.
- 97. As a leader, I have participated in mutual accountability within the leadership team and believe it is critical.
- 98. I am an integral part of a ministry team that accomplishes amazing things beyond what any of us could do individually.
- 99. My personal ministry is an expression of my strengths.
- 100. As I have come to understand the importance of eternal matters (e.g. God's sovereignty, His power over evil, the role He gives believers, etc.), it has changed my decisions and priorities.
- 101. I have a vision for how the ministry / church / Christian organization that I help give oversight to can change the world.
- 102. I have participated in a team that really wrestled to determine God's will.
- 103. I feel privileged to be a part of something bigger than myself.
- 104. I am determined to defer my preferences to those of the team in order to accomplish more.
- 105. I am amazed that God can impact the world through me as a part of a leadership team.

- 106. I feel assured of God's sufficiency to supply all we need for the ministry He has given the leadership team.
- 107. I am motivated to persevere and sacrifice to accomplish the vision God has given me.
- 108. I have a passion for the ministry I am involved in.

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