



Vision Scorecard

Evaluating Gospel-Centered Direction in Life, Leadership, and Mission

Purpose

This tool helps individuals, teams, and organizations reflect on how clearly, consistently, and fruitfully a Christ-centered vision is being lived out. Vision is not a task to execute; it is a calling to steward. This scorecard provides space to examine alignment, intentionality, and momentum in light of the gospel.

Use Section 1 for personal growth, life planning, or discipleship development.

Use Section 2 in leadership teams, coaching groups, or organizational reviews.

Section 1: Personal Leadership Reflection

Instructions:

This is a mirror for grace, not a scorecard for performance. Reflect on your current season of life, faith, and leadership. Answer each item from 1 to 5:

1 – Rarely true 2 – Occasionally true 3 – Sometimes true 4 – Often true 5 – Consistently true

A. My Vision and Gospel Identity

I have a clear, grace-centered vision of who I am and what He's called me to that flows from my identity in Christ. _____

I review and recalibrate my direction through prayer, Scripture, Godly counsel, and my church's counsel. _____

I trust God's timing and voice over external pressure. _____

My decisions reflect a desire to walk with God more than please people. _____

Subtotal (A): _____ / 20

B. Communication and Influence

I regularly share what God is doing and can do in and through those I lead, serve, or disciple. _____

My communication reflects consistency in my messaging and lifestyle. _____

I speak from invitation, not control—and create space for others to lead. _____

Subtotal (B): _____ / 15

C. Strategic Rhythms and Stewardship

My schedule and decisions reflect intentional alignment with my calling. _____

I evaluate commitments through a gospel lens, not just need or urgency. _____

I have space for rest, reflection, and recalibration in each season. _____

Subtotal (C): _____ / 15

D. Vision Lived in Daily Life

I walk in step with the Spirit, paying attention to where God is leading. _____

I invite others into my journey inviting them to discover and celebrate God through work, life, and play. _____

I celebrate wins and losses and surrender outcomes to God. _____

Subtotal (D): _____ / 15

Total Score (Section 2): _____ / 65

Interpreting Your Results

55–65 Living from Renewal

You are walking in grace and aligned rhythms. Stay rooted and share what has been helpful with others.

45–54 Growing Consistency

Good growth is forming. Strengthen 1–2 rhythms that need more intention.

30–44 Misaligned or Inconsistent

Revisit the gospel's invitation to abide. Rebuild grace-based rhythms with support.

Below 30 Start Fresh

You may be leading from depletion or striving. Focus on identity, presence, and one rhythm of renewal. You are not alone.

Coaching Prompts (Section 1)

1. Where is your personal vision and calling most alive and aligned right now?
2. What's distracting or discouraging you from living it out?
3. Who helps you stay rooted in your God-given direction?

Monthly Vision Reflection Rhythm (Optional Tool)

Use during personal devotion, coaching, or journaling.

1. What is God refining or revealing about my direction this month?
2. Where do I feel resistance or disconnection from my vision and calling?
3. What habit or relationship needs to realign?
4. Who am I inviting to walk with me as we discover more about our vision and calling?

Next Step:

Use your reflection to shape your next vision retreat, coaching session, or discipleship plan.

“Where there is no vision, the people perish.” —Proverbs 29:18

“Your young men shall see visions...” —Acts 2:17

“Teach us to number our days, that we may gain a heart of wisdom.” —Psalm 90:12

Section 2: Organizational or Team Reflection

Instructions:

This is a mirror for grace, not a scorecard for performance. Reflect on your current season of life, faith, and leadership. Answer each item from 1 to 5:

1 – Rarely true 2 – Occasionally true 3 – Sometimes true 4 – Often true 5 – Consistently true

A. Clarity of Vision and Calling

Our vision is gospel-rooted and clearly communicated with grace and conviction. _____

Leaders cast vision with spiritual discernment and relational humility. _____

Our team knows how their roles contribute to God's greater mission. _____

Decisions and resource allocations reflect alignment with our gospel calling. _____

Subtotal (A): _____ / 20

B. Discipleship and Missional Culture

We prioritize spiritual formation over performance and pace. _____

Clear rhythms exist for growth, leadership development, and mentoring. _____

Stories of gospel transformation are shared and celebrated. _____

Our culture values truth, grace, and personal ownership of the mission. _____

Subtotal (B): _____ / 20

C. Contextual Awareness and Community Engagement

We listen to and serve our local context with cultural humility. _____

Our approach reflects both compassion and theological clarity. _____

Partnerships with schools, families, or nonprofits are nurtured for mutual flourishing.

People see us as a relational, Spirit-filled presence in the community. _____

Subtotal (C): ___ / 20

D. Leadership Multiplication and Ownership

Emerging leaders are being equipped and empowered with grace. _____

We practice the principles of 2 Timothy 2:2, investing in those who will invest in others.

Ownership of vision is shared among staff, volunteers, and community members. _____

We elevate spiritual maturity over charisma or gifting alone. _____

Subtotal (D): ___ / 20

E. Gospel-Centered Messaging and Communication

The gospel is clearly integrated into our communication and culture. _____

People can articulate how the gospel shapes vision and decision-making. _____

Our language reflects grace, not guilt / invitation, not obligation. _____

Vision invites people to walk with Jesus, not just execute tasks. _____

Subtotal (E): ___ / 20

Total Score (Section 1): ___ / 100

Interpreting Your Results

90-100 Strong Culture of Renewal

Your team is deeply rooted in gospel clarity and spiritual health. Invest in mentoring others and multiplying this culture.

75-89 Developing Momentum

Strong foundations are present. Focus on strengthening consistency and emotional safety.

60-74 Misalignment Emerging

Healthy intentions exist, but spiritual rhythms or identity are under strain. Return to gospel basics and team transparency.

Below 60 Urgent Recalibration Needed

Your culture may be driven by performance or fear. Rebuild rhythms of grace, identity, and relational trust.

Coaching Prompts (Section 1)

1. Where is your team most clearly living out gospel-centered vision?
2. What feels disconnected from your stated mission or culture?
3. What conversations or rhythms would bring realignment?

Next Step:

Use this score to inform coaching conversations, strategic planning, and your next quarterly review.