

Dysfunctional Church Dynamics Test

By Bill Gaultiere

This questionnaire helps you assess the health or unhealth of your church or other organization you're involved with. For each item answer true if it's *often true*. Otherwise, answer false.

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| 1. The pastor/leader is physically or emotionally absent. | T | F |
| 2. The leadership lacks vision and passion for the church's mission. | T | F |
| 3. Ordinary people do not have a voice in decision-making. | T | F |
| 4. People minimize being mistreated because of the good the church does. | T | F |
| 5. If you disagree with the leadership they marginalize you. | T | F |
| 6. The leader(s) do not make use of outside consultants. | T | F |
| 7. The pastor/leader(s) is not vulnerable to share emotions with people. | T | F |
| 8. The pastor/leader(s) is self-absorbed or lacks empathy for other people. | T | F |
| 9. People tend to judge emotions and struggles as a lack of faith. | T | F |
| 10. Thinking carefully to form your own opinions is discouraged. | T | F |
| 11. The leadership communicates poorly or is secretive. | T | F |
| 12. The church staff has high turnover. | T | F |
| 13. The leadership shows favoritism to their gender, race, or culture. | T | F |
| 14. There's an attitude of superiority: "We're better than other churches." | T | F |
| 15. There are cliques in the community that isolate people. | T | F |
| 16. Teams do not cross pollinate, but stay in their own soils. | T | F |

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| 17. Subgroups align together against others in the community. | T | F |
| 18. Church conflicts are not talked through with empathy and respect. | T | F |
| 19. The Pastor/leader gets away with harmful behavior because of charisma or gifts. | T | F |
| 20. The pastor/leader micromanages people. | T | F |
| 21. The pastor/leader is domineering or autocratic. | T | F |
| 22. The leader(s) has angry outbursts that hurt people. | T | F |
| 23. The pastor/leader does not take enough vacation or get enough rest. | T | F |
| 24. The leader(s) is not accountable or is surrounded by "yes" people. | T | F |
| 25. People make negative comments about others, church policies, or the sermon. | T | F |
| 26. When new staff or volunteers come they are not well cared for or informed. | T | F |
| 27. When staff, volunteers, or others leave they are not well cared for and thanked. | T | F |

Scoring Your Test

Add the number of True (or Mostly True) answers. The higher the score the more dysfunction there is in the church or organization. Six or more True answers is alarming.