

Small Group Health Assessment

Taken by the leader, twice a year. Attendance is not health.

A group can meet faithfully for two years and never once become a place where anyone says anything true. Attendance is not health. This is a reading of the conditions — taken by the leader, twice a year, honestly.

Score what is, not what you hoped for. A low score is information, not a verdict. The point is to know which room you actually have.

SAFETY — CAN PEOPLE STOP DEFENDING THEMSELVES HERE?

People say things here they do not say elsewhere

1	2	3	4	5
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Someone has disagreed with me and stayed

1	2	3	4	5
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Silence can sit without someone rushing to fill it

1	2	3	4	5
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Nobody is performing — including me

1	2	3	4	5
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HONESTY — IS THE TRUTH ACTUALLY BEING TOLD?

More than two people speak substantially

1	2	3	4	5
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Someone has said something that cost them

1	2	3	4	5
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“I don’t know” gets said out loud

1	2	3	4	5
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We talk about our actual lives, not only the material

1	2	3	4	5
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FORMATION — IS ANYONE DIFFERENT?

I could name how someone here has changed

1	2	3	4	5
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People carry something out of the room

1	2	3	4	5
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The group has survived something hard

1	2	3	4	5
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KEY TAKEAWAY

The sections are in order for a reason: safety, then honesty, then formation. If the first section is low, the third cannot be high — and no amount of better material will fix it. Work the conditions, not the content.

THE READING

Which section is weakest — and what specifically is causing it?

SMALL GROUP HEALTH ASSESSMENT

Who has stopped saying anything real, and when did that start?*Drift is quiet. It is almost never announced.***One thing I will change before the next assessment.**

WHAT YOUR SCORE IS TELLING YOU

WHAT PEOPLE HEAR	WHAT IS ACTUALLY CLAIMED
Safety scoring low	Nothing else matters yet. Stop adding content and start protecting the room: arrive early, let silence sit, be the first to say something that costs you. Re-assess in 90 days.
Safety fine, honesty low	The room is safe and nobody is using it. Usually the leader is filling every gap. Ask a real question and then say nothing for ten seconds. It will feel like a year.
Safety and honesty fine, formation low	This is a good group that has become a place to talk. Formation needs a practice, not a better conversation. Give them something to do between meetings.
Everything scoring 4–5	Either you have a rare group, or you are scoring the group you hoped for. Ask a member to score it independently. The gap between the two readings is the real finding.