

POSITION INSIGHTS™

Identifying the Unique Strengths

Demanded by the Position

Sr. Pastor
Crossroads Community Church
John Doe's perception
4-12-2003

INTRODUCTION

Every work environment requires a mix of human behavior to accomplish its goals. Each person brings certain personal strengths to his or her position. Each position blends together to create the work environment. Pastors, church administrative staff, key leaders, and volunteers alike can best serve each other and their organizations by being “matched” to their positions. When you match a person's God-given strengths to the position, the person will be better able to perform the tasks of the position. If a person is required to continually perform work that does not match his or her natural strengths, there will be tension or stress for the individual, resulting in tension or stress within the work environment.

This report will assist you or your team in determining which candidate is best suited for the position. The report may also be used by you or your team to refine the demands of the position if necessary. The report begins with a graph showing the behavioral profile of an "ideal" candidate for the position. This is based on the strengths you or your team identified as being required by the position. Next is a "Summary of the Position", providing an overview of the strengths needed for the position. The Ministry Insights Wheel follows next and gives a visual picture of the behavioral style required by the position in relationship to all of the other behavioral styles. The next four pages list characteristics required by the position in four vital areas: "Challenge and Dominance", "Influence and Communication", "Consistency and Steadiness", and "Rules and Compliance".

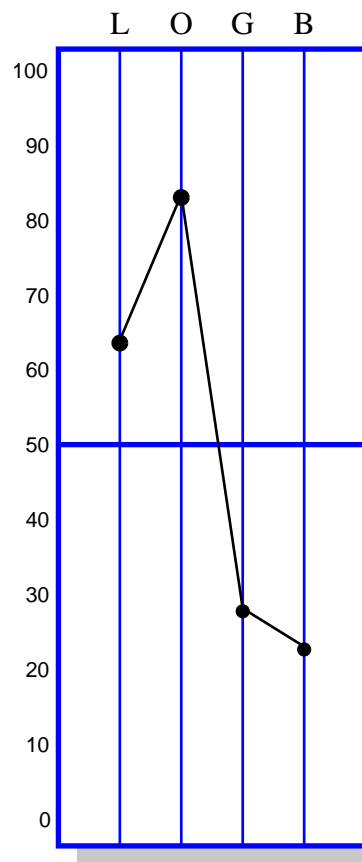
MINISTRY MATCH

John Doe

Sr. Pastor

Crossroads Community Church

4-12-2003



Score
%

29	21	44	46
64	83	29	24

ROLE CLARIFICATION

Position Summary

A changing work environment requires the need to clearly focus on specific behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use this summary to clarify the personal strengths needed for someone to be successful in the position.

John's perception overview:

- Ability to move quickly from one activity to another.
- Results through people-persuasion rather than directing.
- Verbal skills to influence or motivate people.
- Dissatisfaction with status-quo.
- Generating enthusiasm in others.
- Reacting quickly to change.
- Vision for the future.
- Achieving results and meeting deadlines.
- Authority and responsibility to meet challenges.
- Working on several projects simultaneously.
- Many people contacts.
- Actively seeking communications and relationships with a variety of people.
- Selling rather than telling.
- Negotiating people conflicts or solving people problems.
- Optimistic outlook toward all activities, including many social interactions.
- Persuasive verbal skills.
- Self-confidence.

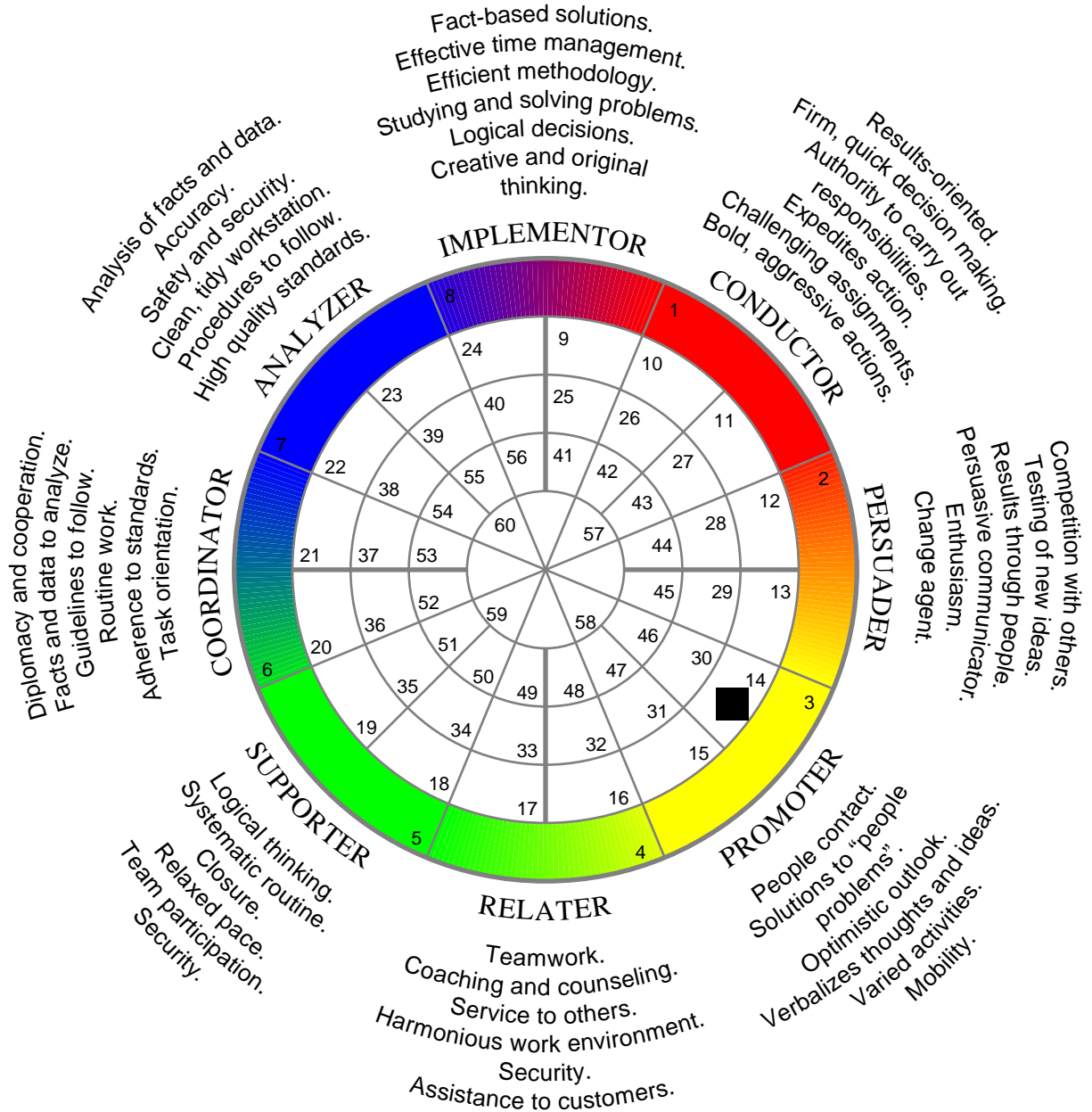
THE MINISTRY INSIGHTS™ WHEEL

John Doe

Crossroads Community Church

Sr. Pastor

4-12-2003



POSITION INSIGHTS: ■ (14) PERSUADING PROMOTER

Challenges and Dominance

Lion

This page of the report lists characteristics of the position required by a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas.

John's perception:

1. Calculating the use of power and authority.
2. Responding to problems and challenges.
3. A drive to succeed.
4. Clarification of authority and parameters.
5. Challenging assignments.
6. Independent thinking.
7. Freedom from much detail work.
8. Flexibility.
9. Ability to solve problems and meet challenges.
10. Taking an idea and moving with it, but not beyond the scope of authority.
11. Supporting change.
12. Participating in decision making.

Influence and Communication

Otter

This page of the report lists how the position requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas.

John's perception:

1. Many social interactions.
2. Very high trust level.
3. Optimistic outlook towards all activities.
4. Skillful use of vocabulary to generate enthusiasm.
5. Highly persuasive communication.
6. High contact with people.
7. Enthusiastic acceptance of new ideas.
8. Ability to move from one activity to another quickly.
9. Selling the sizzle as well as the steak.
10. A flexible use of time.
11. Outgoing personality.
12. New and innovative ways of solving problems.
13. Democratic relationships with others.
14. Working with people more than working with things.
15. A team environment.
16. Ability to project self-confidence.
17. Getting things done through people.
18. Freedom from detail and control.

Pace and Consistency

Golden Retriever

This page of the report lists how the position requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas.

John's perception:

1. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.

Rules and Compliance

Beaver

This page of the report lists how the position requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision.

John's perception:

1. Testing of rules and procedures.
2. Practical work solutions.
3. Persistent approach to winning.
4. Opportunity to test new ideas.
5. Challenging work.
6. Responsibility equal to authority.
7. Limited routine work.
8. Risk taking.
9. Independence to question procedures.
10. Challenging the status quo.
11. Individualism.