

Counselling and super-vision for workgroups, teams, church boards

Assessment: Placement of a pastor -, preacher - or church-leader-position (The same principles apply to missions on the field as well as home councils.)

In a current selection-procedure, merely short observations of a person can be done like test-sermon, interview etc. in addition one requests references. The result is not very assertive and leaves a lot of room for doubt. Often, a person will later on not meet the demands required by the job position. Because in the old way only part of the competences, authority-capabilities, social demands, leadership qualities etc. could be discovered.

Here is a far broader offer for the cast of a leadership position in a church. To determine the matching person from the applicants we use an assessment tool. This is done through the unique Personal-Structure Test “PST-R”[®]. It produces not only a momentary status of a person but also the way a person acquired the personality traits and the potential for future development. The test-procedure is neutral in its appraisal. It does not show good or bad, but strength and weaknesses in every item of evaluation.

Remark: A test-procedure can say nothing about the spiritual growth of a human being. According to the Bible this can only be seen by the fruit in a person’s life. For this part, it is important to ask for references and to talk to a candidate.

Through the described proceeding a church can select the best matching person. Problem-casts are avoided, the growth of the church in the area promoted where it needs it most.

Procedure (see also fig. 1)

1. To compile a job profile

- The desired capabilities are determined.
- The predecessor, the boss, the employee will talk about the required capabilities with the supervisor. Unimportant qualities and abilities are sorted out.

2. Each candidate fills in a PST-R[®] personality-test.

- On the basis of the results a first selection is done, leaving about two candidates.

4. Interview with the Supervisor

- Motivation-examination
- Script-analysis

5. Decision

- The advisor makes a suggestion
- The client makes the decision

6. Support

- Programs to enhance certain personality traits are discussed and provided according to the needs of the selected person.

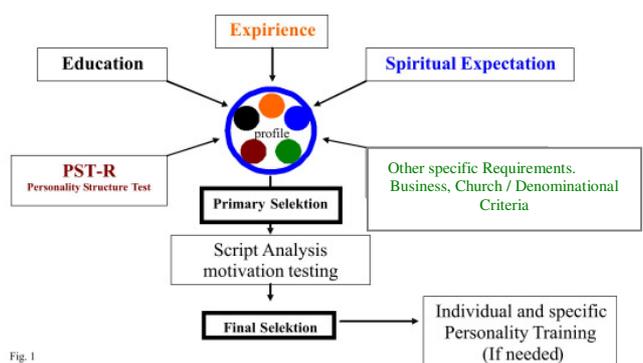


Fig. 1