

## Church / Business Supervision and Therapy

In any church its members should provide services and take up responsibilities according to the God-given capabilities and gifts. However in reality the different offices are held and tasks accomplished other than in an ideal placement. Underestimation or overestimation of the own abilities are often the cause for burnouts or dissatisfaction. This results in low motivated people. Problems arise most often not out of theological disagreements. The real causes lay more hidden in the feelings like low self esteem or too high self esteem, envy, strife for power etc.

However the churches task is to select and place its members according to the abilities that God has provided for each one. This applies especially to positions of leadership. The here described procedure will help a church to achieve this.

It also can be used to help a church not only when there are heavy problems, but any time a church wants to enhance the possibility to grow more and to strengthen its members in their service.

### Procedure

#### 1 Organisation

- The persons to participate will be discussed with a representative of the Church-board. A maximum of about 8 participants). If there is a person causing the problem, then that person should always be part of the group.
- Dates are fixed when all participants can be present. Three evenings at approximately three hours each will be needed. The first two at an interval of approximately four weeks and another approximately after three additional months.

#### 2 Preparations

- The responsible person of the church explains the planned procedure to all participants.
- The Supervisor sends each one a PST-R<sup>©</sup> test, together with a short explanation.
- He collects the test-results

#### 3 Procedure

##### Part 1 (diagnostics)

- Beging with a message and prayer by the Supervisor.
- General explanation of the PST-R<sup>©</sup> for all.
- The individual persons are described on the basis of their test-results and compared with each other. All get to know one other on a new in depth bases. (Fig. 2)
- Homework: Answer the following Questions: Where lays my strength in the tasks that the church requires? At what are others better than I? What is therefore my task?
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#### Clearly recognized personalities

##### Part 2 (Change)

- Sharing the thoughts and results of the homework.
- Together we establish the tasks according to the results for each of the involved persons. We talk about how each ones strengths can be but to the use for the common



good and enhancement of the church. As a fellowship we agree to shield each other in his/her week spots.

- Everyone will be able to answer the following question: „where must I restrict myself where to develop? “ (Programs to develop someone in his/her personality are available).
- Which are the crucial issues? Everyone shares the issues that cause him/her the most difficulties.
- The church board has now three months time to put the gained knowledge into the practice and to exercise it. (See Fig. 3)

### Tasks and personlaities will be mached

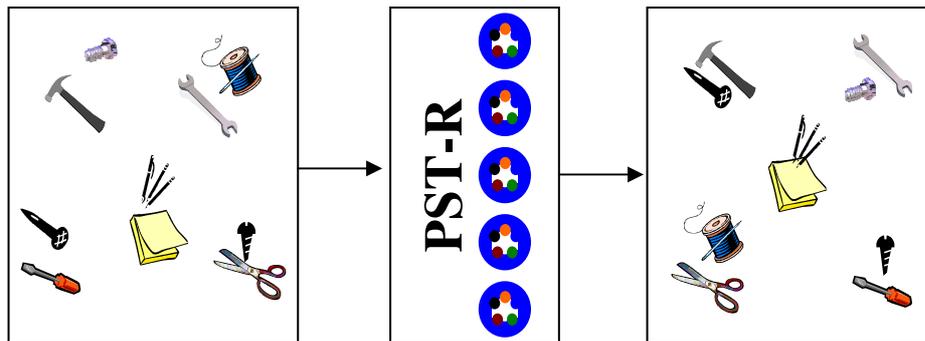


Fig. 3Tasks, assignments and positions are distributed new according to the

Part 3, approximately after three months

The following questions will be discussed

- What worked well?
- Where were there difficulties?
- Is there any adjustment necessary?
- What will we need to do different in the future?
- When will we get the Supervisor in again? Who is designated to ask him?

### Prices

CHF 150.- /Hour. Plus expenses.

PST-R<sup>©</sup> CHF. 180.- /person

Personal, individual counselling sessions to discuss ones own personality traits are available at CHF 80.- /Hour