

WHAT IS AN ASSESSMENT CENTER?

The *interview* is the most commonly used method for selecting personnel. Yet, some human resource specialists insist that the interview is the *least effective method* of selecting the right person for a job.

An Assessment Center uses *multiple methods* in the personnel selection process. In the **Church Planting Leader Assessment Center** the following methods will be used:

- Application/Resume
- References/Recommendations
- Profiles: Personality/Spiritual Gifts, etc.
- Interviews
- Interaction & Observation
- Simulations

The goal of Church Planting Leader Assessment is to determine capability to successfully lead the beginning of a new church. ***No attempt is made to determine capability for pastoral ministry or other forms of ministry.*** The focus of the Assessment Center is on leadership for starting new churches.

Three intensive days will be given to the assessment process. A group of *assessors* will observe and evaluate the candidates throughout the process. At the end of the third day the Assessors will make a final evaluation of each candidate. The decision will be communicated to each candidate in an evaluation consultation on the fourth day.

Interview with Counselor

At some point during the Assessment Center each Candidate couple will have a one-hour session with a professional counselor. The counseling session will provide opportunity to discuss the marriage relationship in ministry and any matters of personal adjustment.

Profiles Used in Assessment

Most of the first day of the Church Planting Leader Assessment Center will be given to the administering of a variety of profiles. The profile instruments provide only indicators of characteristics--not conclusive determinations. The assessors will always be aware that the results of the profiles are only approximations (and sometimes distortions) of reality. Since the Assessment Center uses multiple methods of evaluation, it is possible to avoid the weaknesses and failures of particular methods.

- **SOI** — Style of Influence Inventory. This inventory is created to determine how you function best as a leader within the context of a group setting.

- **MARRIAGE INDICATOR**--is a testing instrument used for determining a couples marital adjustment and any potential hot spots.
- **DiSC**—a look at your personality from a Biblical perspective.
- **STRENGTH FINDERS** – Leadership Inventory
- **Spiritual Gifts**--an evaluation designed to help you identify and develop your God-given spiritual gifts.

Sermon and Call Presentation

In this exercise, you will deliver a **10-minute sermon** like one you would give if you were a Church Planting Leader preaching to the church you were leading on the **third Sunday after going public**.

Secondly, we want you to take **10 minutes** and describe your call to ministry. If you are married, we would like both of you to participate in this part of the presentation together. You should be ready to make this presentation at any time during the Assessment. Presentations will be made throughout the next three days and you can expect to be called upon at any time.

Final Evaluation

Each evening, after the regular program is concluded, the Assessors will meet to pool their observations and discuss the abilities of each candidate couple. On the third night the Assessors will make a final determination on each candidate couple regarding the advisability of becoming the leader of a new church. Four options are available:

- Recommended
- Recommended with conditions
- Redirection
- Deferment

While there are many aspects of the evaluation that are subjective, an objective rating scale will be used. This scale will help distinguish between Assessors' feelings and candidates' characteristics.

It should be remembered that the evaluation strictly concerns judged ability to be the founding pastor of a new church--not general ministerial ability. Those who are not recommended should not feel less qualified for ministry. They should be glad that they have a better perspective on how they should live out their calling.

Last Day Schedule

Following breakfast the feedback Consultations will begin. Each candidate couple will have 15 to 30 minutes with the Assessment Center Director. At that time the final evaluation will be given to them. The disclosure will be encouraging and affirming, even if the evaluation is “redirection.”