



Peace River, Pastoral Search Process, Level 2 Assessment:

Our process is developmental. Whether or not the individual comes to this position, our goal is to provide them with helpful information for their personal and professional development.

The candidate completes all paperwork and inventories ahead of time. We meet for three hours via a secure internet connection to discuss their ministry and review the inventory results. In looking over the materials, a refrain is, “What does this mean for ministry?” We celebrate their gifts and discuss ideas to improve areas of concern.

A written report is submitted to the search committee highlighting areas of alignment and points of vulnerability for the person with regard to this position. A half-hour oral consultation with the committee provides an opportunity to consult with the psychologist about the written report as well as to address other questions and concerns.

With the individual, we review the results of the following inventories:

***Emotional Quotient Inventory 2.0 (EQi 2.0):* The candidate responds to items that measure emotional intelligence in five major areas: self-perception, interpersonal skills, adaptability, stress management, and general mood. Discussion considers how each of these areas and their subscales affect leadership and ministry.**

Importance for Ministry:

- **Self-Management of Emotions**
- **Level of Motivation**
- **Empathy**
- **Stress Management**
- **Problem Solving Skills**
- **General Mood**

***California Psychological Inventory 260 (CPI):* The candidate answers items that provide information about psychological and personality traits, and the ways in which such traits may contribute to (1) the nature of interpersonal relationships, (2) the patterns of functioning within social systems, (3) the degree of independence of thought and action, (4) the level of conventionality and adherence to social norms and expectations, and (5) the levels of**

sensitivity, and the need for support from other persons. This version of the CPI includes an extensive leadership report for growth and development.

Importance for Ministry:

- Personality Style
- Interpersonal Style
- Leadership Style
- Achievement Motivation
- Strengths and Points of Vulnerability

Thomas-Kilmann Conflict Mode Instrument (TKI): The candidate's preferred conflict styles are highlighted among five possibilities: competing, collaborating, compromising, avoiding, and accommodating. Discussion focuses on types of situations in which these options are effective or ineffective – and ways to adapt.

Importance for Ministry:

- Conflict Style
- Areas of Development for Conflict Management

16PF/PEPQ: The candidate's personality style is outlined on sixteen normal personality dimensions that include: intrapersonal (e.g., self-concept, imagination, intellectual capacity, emotional stability, conscientiousness); interpersonal (e.g., warmth, social boldness, trust, communication); goal-orientation; and sensitivity to aesthetic and emotional dynamics. An additional twelve scales consider possible mental and emotional health concerns.

Importance for Ministry:

- Personality Style
- Relational Style
- Achievement Motivation
- Risk Taking Tendencies
- Stress Management
- Emotional Health

Total Cost: \$1350

This fee is all inclusive and covers the cost of the inventories, administration of the inventories, three-hour assessment, written report, and oral report to the search committee.