

Assessment Guidelines

What is the EM360?

EM360 is a strengths-focused, research-based growth program built upon industry-leading technologies that drives performance and engagement for leaders in The United Methodist Church. Through the EM360 process, you will learn new ways to lead your church, engage with your community, and ultimately, better serve your ministry and mission. It is the only official 360° feedback and leadership formation tool endorsed by the UMC.

How does it work? What's the Process?

The EM360 process includes three steps to greater self-awareness and knowledge of your strengths and areas for improvement.

1. Gather Insights
You and those in your ministry setting who know you best provide meaningful feedback across a wide variety of skills and abilities.
2. Review Feedback
Finishing the assessment is just the beginning of your journey. You will uncover your unique strengths, blind spots, hidden strengths and aligned growth opportunities through your contributor feedback and comments.
3. Create Development Plan
With a deeper understanding of your feedback, you enter the self-reflection stage and actively plan the next chapter of your growth as a successful clergyperson. Collaborate with your local church leaders and District Superintendent to develop and implement a plan for growing your ministry using the insights you have gleaned from the EM360 process.

What is the framework for ministry development?

The EM360 report will show a participant's leadership profile through five different lenses:

1. Leadership Style
Provides a general picture, a high-level view of how others perceive your leadership style and effectiveness.
2. The four common qualities of engaged and effective ministerial leaders (ICAR)
 - a. Inspired leaders engage fully and energetically in the baptized and communal life as a credentialed minister, serving out of a faithful response to God's call.
 - b. Connected leaders shape sacramental and missional communities who embrace their membership in the Body of Christ.
 - c. Agile leaders reimagine how God is present in the church and the world, adjusting to contemporary realities.
 - d. Rooted leaders embody and present the Christian faith as The United Methodist Church has received it.

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These four qualities should be present in all ministry leaders because they are vital to our ministry practice in the Wesleyan spirit.

3. Dimensions of Effective Ministry

Twelve (12) characteristics are consistently present in the work of pastoral ministry. There are other vital tasks in various ministries, but these components are imperative in all pastoral vocations, regardless of the setting.

4. Call and Vocational Discernment

Supporting your call and continued discernment of your call is a missional priority for GBHEM. The work to make Disciples of Jesus Christ for the transformation of the world begins with your discovery of the leader you're called to be.

5. Knowledge, Skills, Abilities and Personal Characteristics (KSAPs)

While every profession has a list of dimensions that influence effectiveness in that respective profession, these forty-six (46) dimensions are uniquely associated with strong ministerial leadership.

Pay attention to where the ratings are similar and where there are noticeable gaps between your ratings and the ratings provided by others. These gaps will help you identify your leadership strengths and potential blind spots regarding how your leadership is perceived and received by others.

How do I get the most out of my report?

The power of the EM360 assessment is in what you choose to do with the information it offers. Use the questions in the Development Plan to help guide your thinking and shape actionable next steps to becoming a stronger leader.

The Development Plan will assist you in processing your Feedback Report in a way that creates a faithful and meaningful response to the insights available so that you might:

- leverage your strengths in a supportive partnership within the ministry setting you serve,
- identify areas for further development, and
- collaborate with your supervisor and ministry partners to fulfill mission and ministry goals.

Have any additional questions?

If you have any questions, contact the EM360 Clergy Support Team at EM360@GBHEM.