Clergy Candidate Assessment and Leadership Development

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Clergy Candidate Assessment Key Principles

- Comprehensive process
- Define core competencies based on a job analysis (DeShon KSAPs)
- Multiple methods and instruments
- Utilize instruments that are relevant to core competencies
- Utilize instruments that have established reliability and validity
  - Rationale for UMC GBHEM battery
  - Assessment instruments versus coaching tools
  - Buros Institute website

Clergy Candidate Assessment Key Principles

- Fairness: Eliminate or minimize bias
    - Determine acculturation and language proficiency prior to administration of instruments
    - Administration of instruments in primary language whenever possible
    - Use culture-specific norms whenever possible

- "Screening Out" and "Screening In"
    - Behavioral Health Guidelines
    - Importance of constructive feedback and mentoring/coaching

UMC Behavioral Health Guidelines

- Purpose
  - Guide and advise dCOMs and BOMs
  - Assist BOMs in establishing their own standards for assessment

  • Provide a vehicle for BOMs to raise questions about standards for assessment

  • Flag areas of concern

- New and Improved Sections
  - Financial Responsibility
  - Anxiety and Depression
  - Sexual Misconduct: Sexual Harassment, Pornography

Creating a Resource Together

- What process does the conference currently have in place prior to and following the candidate psychological assessment and report?

- What instruments are currently being used for candidacy assessment?

- What would you like to consider implementing in the future, both in terms of process and instruments?

- What categories and instruments would you like to see added to the Quick Reference Guide?

LEADERSHIP ASSESSMENT AND INTERVENTION THROUGHOUT THE CLERGY CAREER PATH

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Effective Ministry 360 (EM360)

- **Competencies Rated**

  - Knowledge

  - Skills

  - Abilities

  - Personal Characteristics

Birkman 360 Multi-Rater

- **Competencies Rated**
  - Ensuring Long Term Results
  - Leading Others
  - Building Stronger Teams
  - Managing Outcomes
  - Delegating to Others
  - Developing Others
  - Making Decisions
  - Dealing with Conflicting Ideas
  - Personal and Professional Growth

Leadership Circle 360

- **Competencies Rated**

  - **Creative (Relationship/Task)**   * **Reactive**
    - Relating   * Complying
    - Self-Awareness   * Protecting
    - Authenticity   * Controlling
    - Systems Awareness
    - Achieving

Bar-On Emotional Quotient Inventory (EQ-i)

- **Competences Rated**

  - Self-Perception

  - Interpersonal

  - Decision Making

  - Self-Expression

  - Stress Management

Emotional and Social Competence Inventory (ESCI)

- **Competences Rated**
  - Emotional Self-Awareness
  - Adaptability
  - Positive Outlook
  - Empathy
  - Organizational Awareness
  - Coach and Mentor
  - Inspirational Leadership
  - Influence
  - Conflict Management
  - Teamwork

Assessment and Intervention Return on Investment (ROI)

- Highest Return   --   High Performers

- Mid-Level Return   --   First Year in New Job

- Lower-Level Return --   Average Performers

- Lowest Return   --   Underperformers

Table Discussion

- In your conference, how do you assess leadership and are their particular instruments that you use?

Parker Palmer – *A Hidden Wholeness*

1. The journey toward inner truth is too taxing to be made solo: lacking support the solitary traveler soon becomes weary or fearful and is likely to quit the road.

2. The path is too deeply hidden to be traveled without company: finding our way involves clues that are subtle and sometimes misleading, requiring the kind of discernment that can happen only in dialogue.

3. The destination is too daunting to be achieved alone: we need community to find the courage to venture into the alien lands to which the inner teacher may call us.