



Pastoral Leadership Evaluation

- Purpose: The pastoral leadership evaluation program works with an individual to identify his or her strengths, points of vulnerability, and areas for growth as a congregational leader. Through a variety of assessment tools and conversation, the counselor and individual strategize together to create a developmental plan for greater effectiveness in the pastoral role. An evaluative report is written for the benefit of both the pastor and the committee requesting the report.
- Format: An individual meets with two different counselors over a nine-hour period. The first three hours is with the lead counselor to review current circumstances, present leadership challenges, and general personality style; the second three hours is with another counselor to examine how the individual's personal life, relationships, and emotional well-being influence congregational leadership; and the final three hours is with the lead counselor again to strategize next steps for leadership development. If the individual wishes, he or she can continue the leadership development process through ongoing coaching with a counselor at the center.
- Counselors: The counselors are doctoral-level psychologists with backgrounds and interests in ministry. Our staff works with over a thousand clergy, people in ministry, and seminarians each year.
- Inventories: After the individual completes a registration form and questionnaire in which he or she shares his or her goals for the program, the counseling team selects three to five instruments that look at leadership, personality, psychological, and vocational areas. Typical assessment instruments would include:
- A Leadership Inventory.*** The client answers items that provides information about psychological and personality traits, and the ways in which such traits may contribute to (1) interpersonal relationships, (2) functioning within social systems, (3) independence of thought and action, (4) level of adherence to social norms, and (5) levels of sensitivity.

Importance for Ministry:

- Personality Style
- Interpersonal Style

- Leadership Style
- Achievement Motivation

An Emotional Intelligence Inventory. The individual responds to items that measure emotional intelligence across several major domains, including 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

A Comprehensive Screen for Psychological Issues. The pastor responds to items that examine emotional stability, interpersonal relations, and overall personality style. Concerns that may emerge include anxiety, depression, physical concerns, avoidance of problems, conflict avoidance, suspiciousness of others, post-traumatic stress, substance abuse, marital distress, low self-esteem, authority issues, and more. In terms of positive adjustment, the inventory may indicate resiliency in the face of setbacks, ability to adjust easily to new situations, positive self-concept, well-formulated opinions, concern for the well-being of others, social trustworthiness, a sense of personal morality, and more.

Importance for Ministry:

- Emotional Stability
- Personality Style
- Interpersonal Style
- Strengths and Points of Vulnerability

A Conflict Management Instrument. The individual's preferred conflict styles are highlighted among several possibilities, such as 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

Please note that the counseling team, made up of licensed doctoral-level psychologists, has access to hundreds of instruments and selects the inventories according to the person's identified concerns, needs, interests, and circumstances.

Cost: For 2016, our pastoral leadership evaluation program is \$2,500.