

## ASSESSMENT OF PRE-CANDIDATES USING CORE COMPETENCIES

Assume 3-4 competency areas in each category of strength, shortcoming, or growing edge.

For shortcomings, consider what other ministers and staff might bring to compensate.

COMPETENCY AREA	Short-coming	Growing Edge	Strength
<p><b>1. Preaching and Worship Leadership</b> Is a consistently effective preacher and worship leader; able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.</p>			
<p><b>2. Public Communication</b> Demonstrates a comfortable ease speaking in a variety of settings: both small and large groups, inside and outside the congregation; is effective at addressing both cool data and hot and controversial topics; can get messages across with a desired effect.</p>			
<p><b>3. Strategy and Vision</b> Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.</p>			
<p><b>4. Willingness to Engage Conflict</b> Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.</p>			
<p><b>5. Decision Making</b> Makes effective decisions balancing analysis, wisdom, experience and judgment; is aware of the long-term implications of choices made; solutions and suggestions are generally regarded as correct and accurate by others.</p>			
<p><b>6. Organizational Agility</b> Astute about how congregations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice and procedure; appreciates the power in the culture of a congregation; is politically savvy.</p>			
<p><b>7. Collaboration</b> Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.</p>			
<p><b>8. Spiritual Maturity</b> Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.</p>			
<p><b>9. Initiative</b> Demonstrates ambition for self and the congregation; is highly motivated; enjoys hard work; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.</p>			
<p><b>10. Ego Strength</b> Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a non-anxious presence in the midst of turmoil; not overly dependent upon outside affirmation; works to build a strong personal support system.</p>			
<p><b>11. Personal Resilience</b> Learns from adversity and failure; picks up on the need to change personal, interpersonal and managerial behaviors; deals well with ambiguity, effectively copes with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate.</p>			

