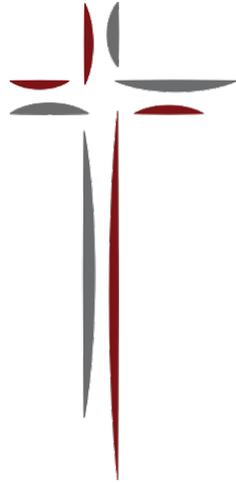


MINISTRYMATCH^{PRO}



CONFIDENTIAL ASSESSMENT

MINISTRYMATCH DETAILED REPORT

PREPARED FOR

GERAD HALL

01/19/17

theMinistryMatch.com



MINISTRYMATCH^{PRO}

PREPARED FOR

GERAD HALL

Congratulations on completing your MINISTRYMATCH survey. We hope that this report will prove to be a valuable tool in gaining insight into you and your interaction with others.

The Bible is clear that God created us to have an abundant, fruitful, purposeful life. Specifically, the Bible indicates that the God who knows the end from the beginning specifically and purposefully created and gifted each individual in His creation to be capable of accomplishing a special and unique aspect of His plan. He has a purpose in life for each believer. He has gifted and talented each person to best accomplish that legacy. When we ignore that legacy and God's gifting we "get burned." This is what was happening in the church in Corinth. Certain leaders were insisting that every believer should have the same gift. Paul had to address this and exhort the individuals to be satisfied with their own gifts and for the church to accept this diversity and value the individual gifts in love.

For any person or organization to be effective, they must discover God's purpose for themselves and how God has gifted them to accomplish that purpose. But, the best way to discover WHAT is God's purpose for us is often to discover HOW He made us, and then to realize what these gifts do best. MinistryMatch is intended as a tool to help you do that.

MINISTRYMATCH is a multiple construct assessment tool developed to measure abilities that are important in ministry. It measures certain aspects of temperament, motivated role, leadership style, participation style, functional gifts, values, and age preference.

REPORT STRUCTURE

The first four constructs relate to characteristics of ones approach to ministry:

Temperament - a variety of characteristics addressing the way an individual responds to ministry situations;

Motivated Role - the part an individual wants to play in project or ministry settings;

Leadership Style - what tool(s) an individual uses to impact and lead others; and

Participation Style - how active a person is in a leadership situation.

The last three constructs assess a person's gifts or abilities, values and age preferences:

Ministry Gifts - help identify gifts God has given an individual;

Ministry Values - ministry aspects a person may regard as desirable or worthwhile; and

Age Preferences - age ranges for which a person is best suited to in ministry.



MINISTRYMATCH^{PRO}

PREPARED FOR

GERAD HALL

MINISTRYMATCH CHARACTERISTICS

This section of MINISTRYMATCH assesses a variety of characteristics that address the way an individual responds to ministry situations. Each one of us thinks and acts differently from everyone else in the world. No two of us see the world in exactly the same way. Sometimes the hardest thing to do is to accept the differences of another person. Understanding other people's approach to life and ministry can help us remember that differences are not wrong, just different... *You are Unique!*

There is no "right" personality, only right behaviors and motives. Sometimes we judge another person's natural approach to life, believing that it demonstrates an attitude, when in fact it is simply the way God made them. If we decide that person's approach toward life is wrong, we may actually be de-valuing God's creative genius. There is no question that this area is very difficult to assess. On any psychometric test, there is a risk that the person may either intentionally or unintentionally distort their answers.

The Characteristic Constructs are Temperament, Motivated Role, Leadership Style, and Participation Style. For these constructs, you will be presented with two sets of comparative numbers. The first, "The Way You Look at Yourself," shows what your individual make up is for the elements of a particular construct; for example the Innergize/Exergize pair or the five elements of the Motived Role construct. By way of example, one might say of his or her self "I am more Innergized than I am Exergized."

The second is "Comparing You to Others in Ministry," which compares you to others who have taken MINISTRYMATCH. The following illustration may help in understanding this. Suppose you asked a person "are you better at throwing a ball or kicking a ball?" They might quickly answer "I'm better at kicking a ball." This response is based on his or her ability to kick a ball compared to his or her ability to throw a ball. But, now suppose you ask the same person "compared to a professional soccer player, are you better at kicking a ball or throwing a ball?" Most likely the response would be "comparing myself to that special group, I'm better at throwing the ball." In the same way, you may be more "Group" oriented, but compared to others who have completed the MINISTRYMATCH, you may be more "Individual" oriented. Keep this differentiation in mind as you look at each of these constructs separately.



PERSONALITY CONSTRUCTS SUMMARY

A SUMMARY TABLE OF THE FOUR PERSONALITY CONSTRUCTS

RS	PERCENTILE	TEMPERAMENT
24	78%	Innergized
21	63%	Exergized
23	81%	Detail
24	50%	Big Picture
27	73%	Group
13	45%	Individual
25	85%	Logical
16	37%	Relational
16	12%	Adapter
22	54%	Planner
24	82%	Finisher
16	31%	Processor
26	64%	Proactive
17	67%	Responsive
22	51%	Perseverant
21	43%	Flexible

RS	PERCENTILE	MOTIVATED ROLE
24	61%	Conceptualizer
21	46%	Prototyper
19	28%	Implementer
25	54%	Refiner
17	44%	Manager

RS	PERCENTILE	LEADERSHIP STYLE
16	33%	Director
27	69%	Persuader
18	19%	Unifier
18	16%	Perfecter

RS	PERCENTILE	PARTICIPATION STYLE
13	33%	Prophet
26	75%	Coach
21	41%	Teammate
16	61%	Assistant
11	49%	Steward



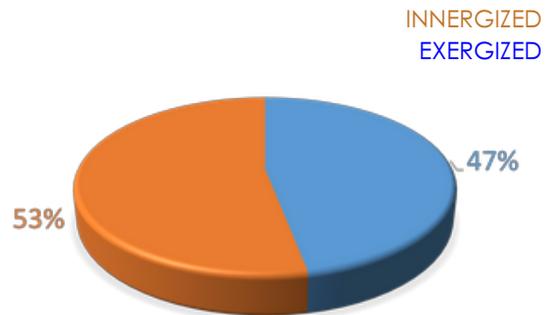
TEMPERAMENT

A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN INDIVIDUAL RESPONDS TO LIFE SITUATIONS
INNERGIZED / EXERGIZED

"YOUR NEED FOR SOCIAL INTERACTION"

"THE WAY YOU LOOK AT YOURSELF"

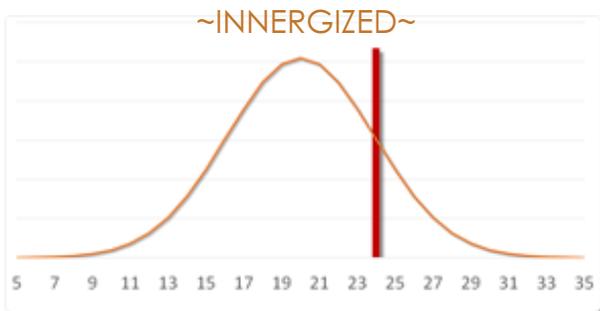
You appear to have a balanced score here. Those with a higher Innergized score tend to get their emotional energy by spending time alone. They think about things by internal reflection and processing. They need an office with a door that closes, and need time alone to "re-charge their emotional batteries."



However, those with a higher Exergized score tend to get energy by spending time with others. They tend to "think about" things by discussing them with other people. You appear to be able to adapt to either environment for longer periods of time.

COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Innergized score places you equally or more "Innergized" than 78 out of 100, and your Exergized score places you equal to or more "Exergized" than 63 out of 100.





TEMPERAMENT

(CONTINUED)

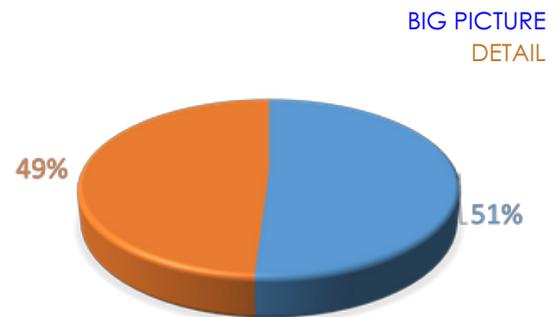
A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN INDIVIDUAL RESPONDS TO LIFE SITUATIONS

DETAIL / BIG PICTURE

"YOUR APPROACH TOWARD NEW SITUATIONS"

"THE WAY YOU LOOK AT YOURSELF"

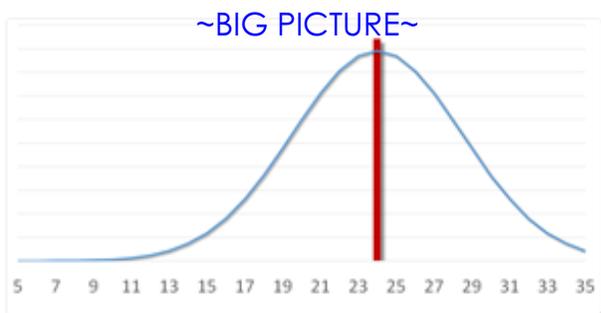
You appear to have a balanced score here. The Detail person will tend to look for facts and realities as they approach new situations. They are practical, realistic, and down-to-earth. They are good at figuring out the steps in a process. This ability allows them to collect facts and to develop or manage practical processes rather than to dream about the possibilities.



An individual scoring high in Big Picture tends to look for ideas and possibilities as they approach new situations. They are innovative and visionary. They are good at figuring out the goal in a process. This ability allows them to see the big picture and to come up with new solutions and ideas rather than to focus on realities and develop practical processes. You appear to be able to adapt to either environment for longer periods of time.

COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Big Picture score places you equally or more "Big Picture" than 50 out of 100, and your Detail score places you equal to or more "Detail" than 81 out of 100.





TEMPERAMENT

(CONTINUED)

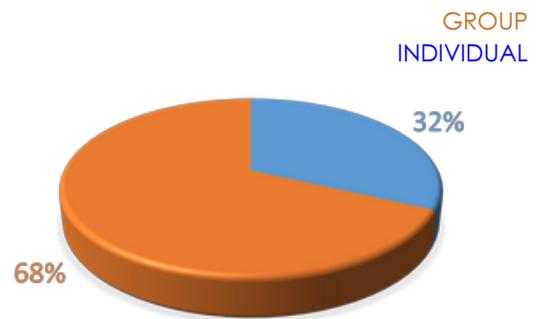
A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN
INDIVIDUAL RESPONDS TO LIFE SITUATIONS
GROUP / INDIVIDUAL

"YOUR CORPORATE ORIENTATION"

"THE WAY YOU LOOK AT YOURSELF"

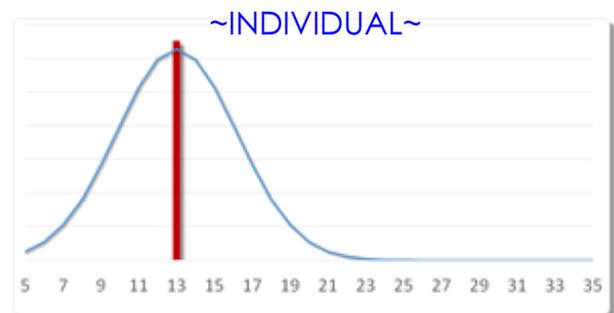
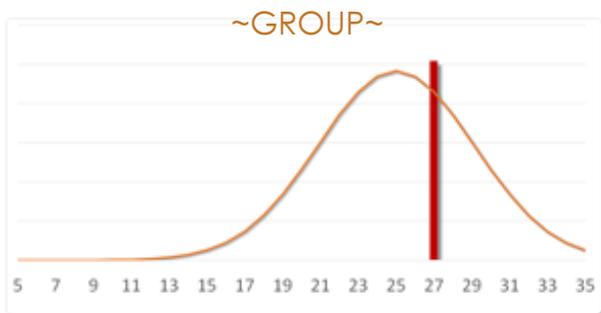
You have a relatively high Group score. You are oriented toward the group rather than toward the individual person. You recognize that what is good for the group may sometimes hurt individuals. Your strength is your concern for the whole group, and you will fight for the group even if it means some individuals may be disenfranchised.

You have a lower score in the Individual element of this construct. Those scoring high here are oriented toward the individual rather than toward the group. They recognize that a group is made up of individuals, and that if the individuals are lost, so is the group. Their strength is their concern for individuals, and they will fight for them even if it means the group may be less effective. You can provide a balance with this individual if the two of you can find that balance.



COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Group score places you equally or more "Group" than 73 out of 100, and your Individual score places you equal to or more "Individual" than 45 out of 100.





TEMPERAMENT

(CONTINUED)

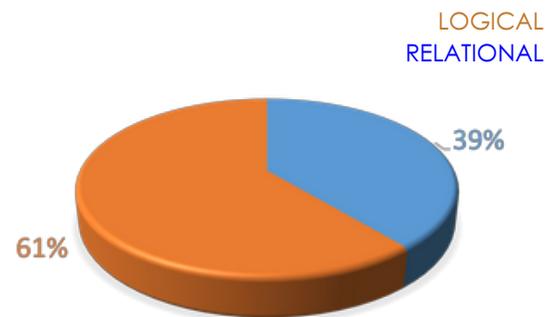
A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN INDIVIDUAL RESPONDS TO LIFE SITUATIONS

LOGICAL / RELATIONAL

"YOUR INTERPERSONAL CHARACTERISTICS"

"THE WAY YOU LOOK AT YOURSELF"

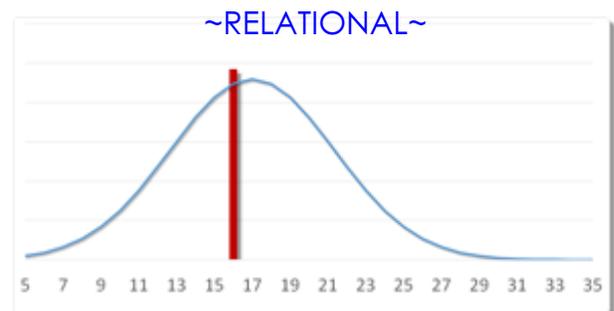
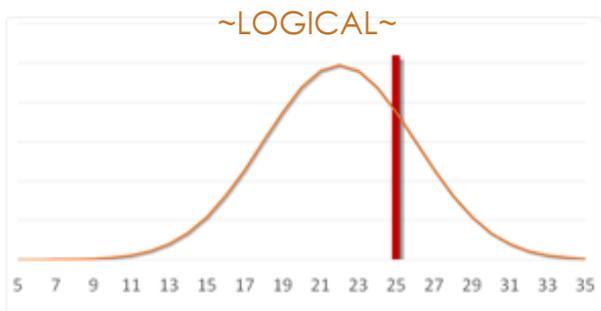
You have a relatively high Logical score. You take an objective, logical approach to making decisions. You may at times have been accused of being unfeeling or insensitive, even though you feel like you care about the other person. You let your head rule your heart, and you are better at evaluating rational alternatives to a situation than at identifying with another person emotionally.



You have a lower score in the Relational element of this construct. The relational person takes a more subjective approach to making decisions. They may be accused of being overly emotional about situations, even though they try to think through the options logically. They let their heart rule their head, and are better at identifying with other people emotionally than at evaluating rational alternatives to a situation. You can likely help this person understand the "facts" involved with a decision, but be careful to listen to the concerns for the individuals.

COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Logical score places you equally or more "Logical" than 85 out of 100, and your Relational score places you equal to or more "Relational" than 37 out of 100.





TEMPERAMENT

(CONTINUED)

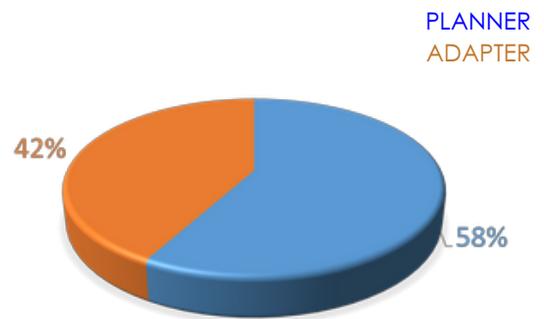
A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN
INDIVIDUAL RESPONDS TO LIFE SITUATIONS
ADAPTER / PLANNER

"YOUR NEED FOR SEQUENCE AND PLANNING"

"THE WAY YOU LOOK AT YOURSELF"

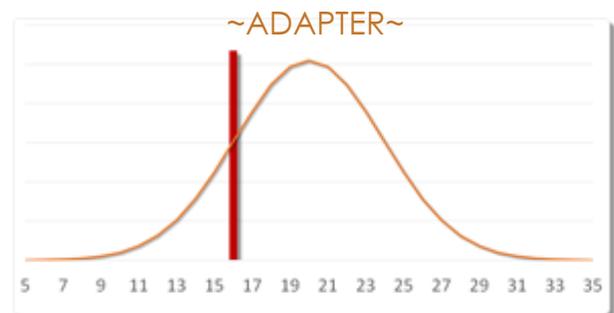
You have a relatively high Planner score. As a Planner you prefer to plan carefully and stick to your plans if at all possible. You tend to be very thorough in thinking through everything that needs to be done and foreseeing possible problems. You need a ministry position that allows you to plan things carefully ahead of time, rather than one that requires you to do a lot of "shooting from the hip."

You have a lower score in the Adapter element of this construct. Adapters prefer to "go with the flow" and to adapt their actions to fit the circumstances. They tend to be very flexible when circumstances change. They need a ministry position that take advantage of their ability to "shoot from the hip," rather than one that criticizes them for failing to plan adequately.



COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Planner score places you equally or more "Planner" than 54 out of 100, and your Adapter score places you equal to or more "Adapter" than 12 out of 100.





TEMPERAMENT

(CONTINUED)

A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN INDIVIDUAL RESPONDS TO LIFE SITUATIONS

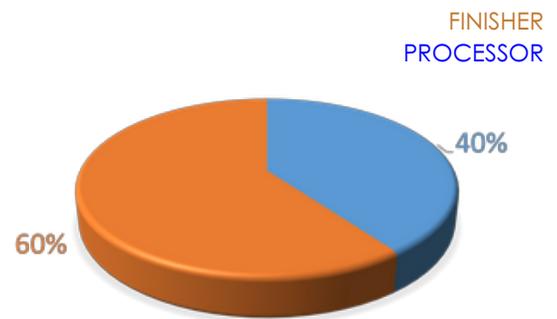
FINISHER / PROCESSOR

"YOUR NEED FOR CLOSURE"

"THE WAY YOU LOOK AT YOURSELF"

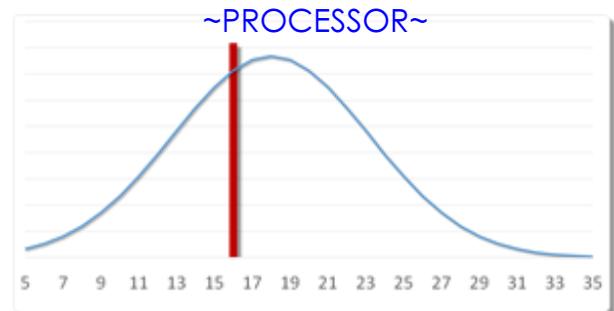
You have a relatively high Finisher score. This, indicates you have a need for closure - in decision-making as well as in the projects you are working on. The end of a task is more important to you than the process. You need the opportunity to finish the tasks you are working on, rather than having to hand them over to someone else when they are not quite completed.

You have a lower score in the Processor element of this construct. The Processor prefers to have things open-ended than to reach closure on everything they do; the process is more important than actually finishing a task. They need the opportunity to work on a number of tasks in process, rather than having to finish each one completely before going on to the next.



COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Finisher score places you equally or more "Finisher" than 82 out of 100, and your Processor score places you equal to or more "Processor" than 31 out of 100.





TEMPERAMENT

(CONTINUED)

A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN INDIVIDUAL RESPONDS TO LIFE SITUATIONS

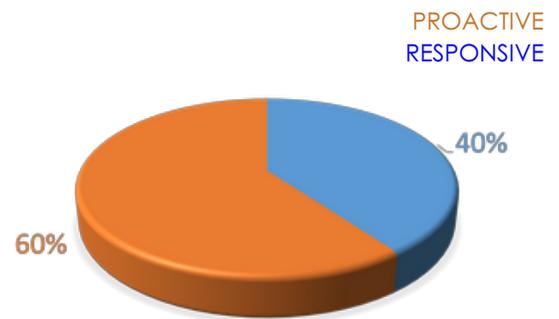
PROACTIVE / RESPONSIVE

"YOUR LEVEL OF SELF-ASSERTION"

"THE WAY YOU LOOK AT YOURSELF"

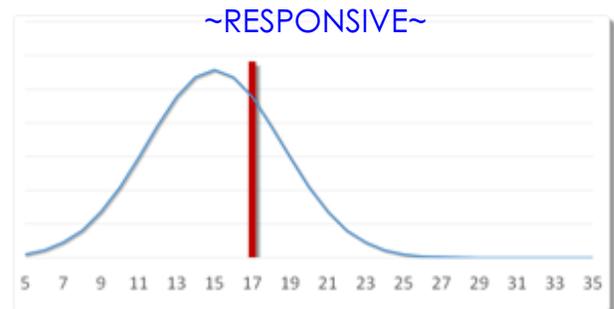
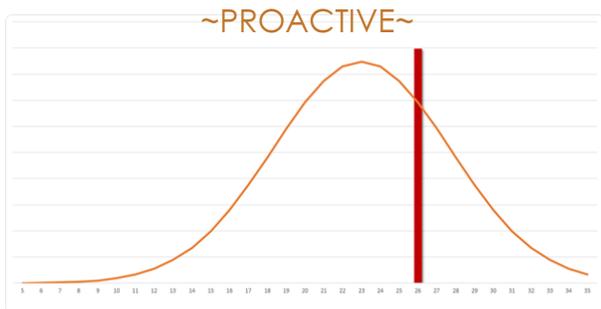
You have a relatively high Proactive score. As such, you have a tendency to initiate action rather than wait for someone else. Waiting for problems to come up is not your style; rather, you tend to take action to prevent them before they happen. You experience frustration when you want to act and others are still waiting to see what comes up. You need a ministry where you are expected to be the initiator.

You have a lower score in the Responsive element of this construct. One who scores high in this area tends to let someone else initiate action rather than taking over and doing it. Pushing ahead to act is not their style; rather, they tend to wait and see what happens first. They become frustrated when others seem to expect them to hurry up and act when they aren't ready yet. They need a ministry where someone else can be the initiator and they can then support them.



COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Proactive score places you equally or more "Proactive" than 64 out of 100, and your Responsive score places you equal to or more "Responsive" than 67 out of 100.





TEMPERAMENT

(CONTINUED)

A VARIETY OF CHARACTERISTICS ADDRESSING THE WAY AN INDIVIDUAL RESPONDS TO LIFE SITUATIONS

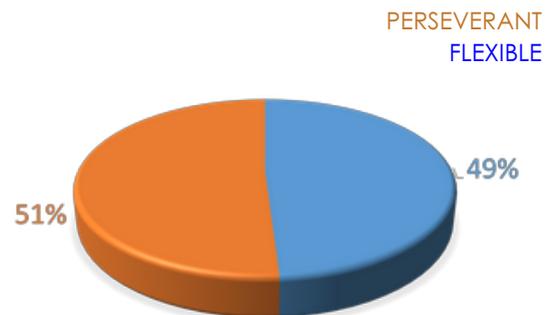
PERSEVERANT / FLEXIBLE

"YOUR NEED FOR VARIETY"

"THE WAY YOU LOOK AT YOURSELF"

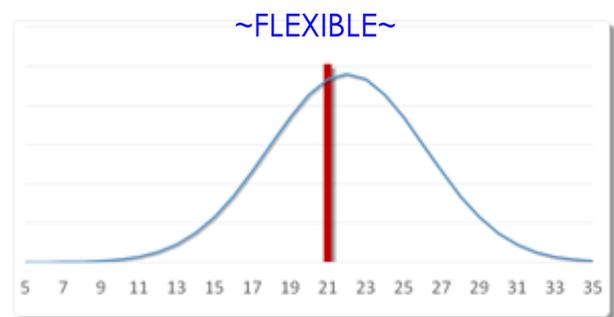
You appear to have a balanced score here. The Perseverant person is especially good at sticking with long projects and following through on long-term commitments. They can stay on task, and keep others on task, for long periods of time without burning out or dropping details. They need a position that requires the ability to follow through long-term, rather than the ability to shift quickly from one project to another and to handle many tasks at once.

The Flexible individual is especially good at handling many short tasks effectively, and can change tasks and focus over and over without feeling stressed. They need a position that requires flexibility and the ability to shift quickly from one task to another. You appear to be able to adapt and balance between these two for long periods of time.



COMPARED TO OTHERS IN MINISTRY WHO HAVE TAKEN THE MINISTRYMATCH^{PRO}

Your Perseverant score places you equally or more "Perseverant" than 51 out of 100, and your Flexible score places you equal to or more "Flexible" than 43 out of 100.





MOTIVATED ROLE

WHAT PART AN INDIVIDUAL WANTS TO PLAY IN ANY GIVEN PROJECT OR MINISTRY SETTING

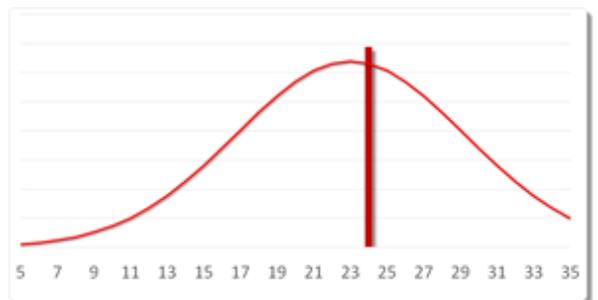
Any ministry project or process can be divided into five phases: design, prototype, implementation, refinement, management. Each phase differs in the demands it places on the person or people carrying it out. In addition, each of us has a preferred range where we are most motivated to work. If we move (or are moved) to a phase other than our preferred ones, we meet with de-motivation and become less effective and less fulfilled. Some persons with only one high score are "Specialists" and are quite de-motivated working in other areas. Those with more equal scores are "Generalists," (but sometimes this occurs because they have never thought of themselves in this way before.) However the largest number of persons find the greatest productivity when ministering most of the time in their highest ranked phase, though sometimes ministering within one phase above or below it. Now, let us look at the scores for each of your phases.



CONCEPTUALIZER:

You have a relatively high Conceptualizer score. The Conceptualizer specializes in the design phase of a project, thinking up new ideas and new approaches to ministry. He or she is the "idea person" who is most fulfilled by discussing the theoretical possibilities of the project, with little need for practical application. This person will be most effective as a team member who can help turn raw ideas into concrete ministries.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Conceptualizer score places you equally or more "Conceptualizer" than 61 out of 100.





MOTIVATED ROLE

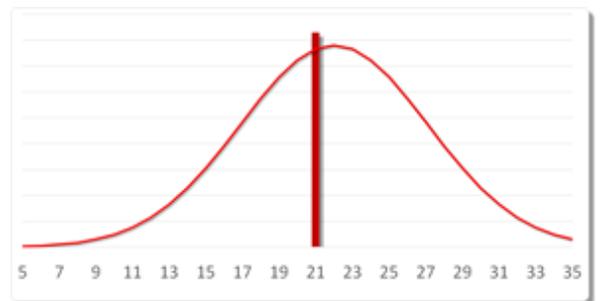
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WHAT PART AN INDIVIDUAL WANTS TO PLAY IN ANY GIVEN PROJECT OR MINISTRY SETTING

PROTOTYPER:

Your score here appears to be in the mid-range. The Prototyper specializes in the second phase of a project, taking theoretical possibilities and turning them into realities. He or she is the person who can take an idea and make it work for the first time. As such, they will be most effective if they do not have to keep their prototype going after it has been started, but can turn it over to someone else so they can start on a new idea.

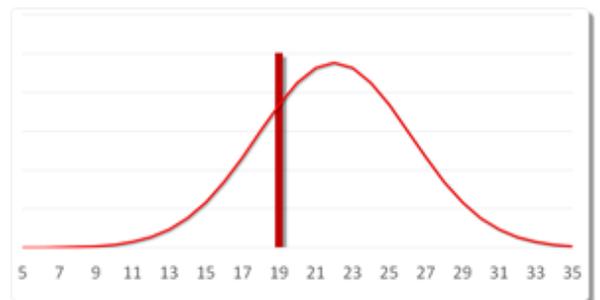
Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Prototyper score places you equally or more "Prototyper" than 46 out of 100.



IMPLEMENTER:

Your score here appears to be in the mid-range. The Implementer specializes in the third phase of a project, using a model someone else has developed to implement a ministry task or process. This person can take a known ministry project and get it done. They will be most effective if they have concrete examples of ministries that they can observe carefully and then implement, turning them over to others to refine and manage.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Implementer score places you equally or more "Implementer" than 28 out of 100.





MOTIVATED ROLE

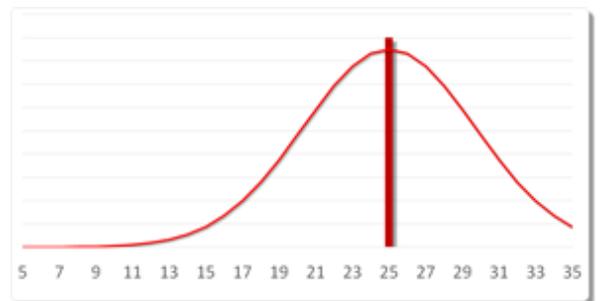
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WHAT PART AN INDIVIDUAL WANTS TO PLAY IN ANY GIVEN PROJECT OR MINISTRY SETTING

REFINER:

You have a relatively high Refiner score. The Refiner specializes in the fourth phase of a project, moving into an existing ministry and improving it. This person knows how to take a task or process that is already present and make it better. They will be most effective if they do not have to start new ministries, but are allowed to work to improve existing ministries, turning them over to others to manage.

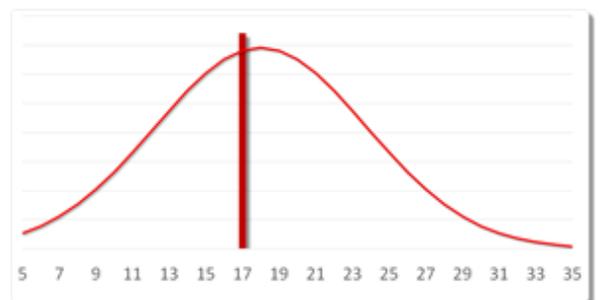
Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Refiner score places you equally or more "Refiner" than 54 out of 100.



MANAGER:

Your score here appears to be in the mid-range. The Manager specializes in the final phase of a project, moving into an already excellent ministry and maintaining it with the same level of excellence over a long-term. He or she is the person who knows how to keep things running smoothly. This person will be most effective if they are allowed to take over ministries that are already doing well and keep them on target.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Manager score places you equally or more "Manager" than 44 out of 100.

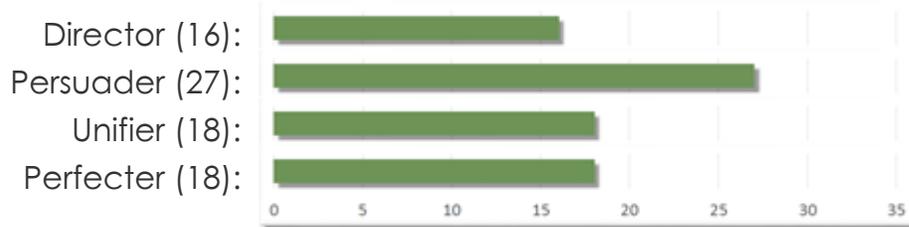




LEADERSHIP STYLE

WHAT TOOLS AN INDIVIDUAL USES TO IMPACT AND LEAD OTHERS

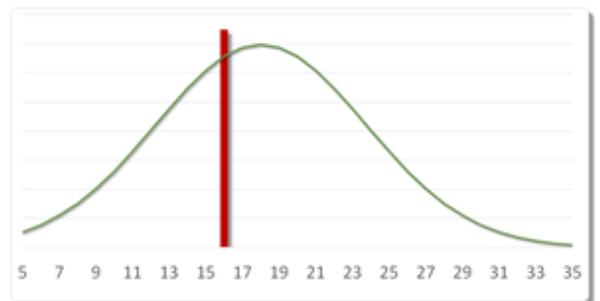
The concept of leadership style describes the way you impact others when you are in a position of leadership over them. Each of us chooses the tools we use to influence other people. Leadership style defines the tools you have chosen.



DIRECTOR:

Your score here appears to be in the mid-range. Those who score high in this area will tend to impact others by using their authority and credibility to get others to do what needs to be done. The Director style is a "teller;" a directive leader who enjoys controlling their environment and leads by clearly stating what they want others to do and insisting that they do it.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Director score places you equally or more "Director" than 33 out of 100.





LEADERSHIP STYLE

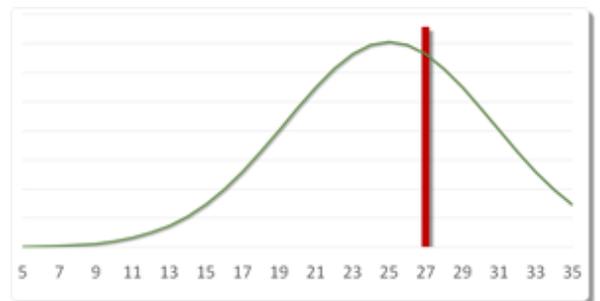
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WHAT TOOLS AN INDIVIDUAL USES TO IMPACT AND LEAD OTHERS

PERSUADER:

You have a relatively high Persuader score. This indicates that you impact others by using your personality to persuade them to do what needs to be done. You have a great ability to promote ideas, skillfully inspiring or talking people into doing what you ask, even if you don't have the ability to make them.

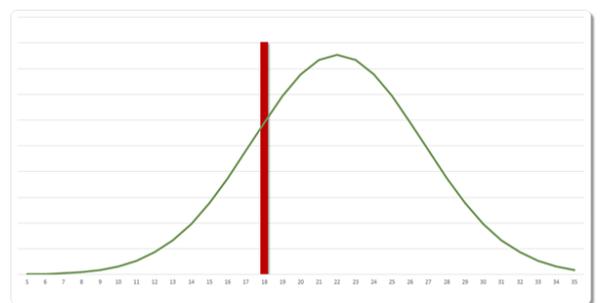
Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Persuader score places you equally or more "Persuader" than 69 out of 100.



UNIFIER:

Your score here appears to be in the mid-range. The Unifier impacts others by using their ability to meet expectations to build unity and consensus. They value relationships deeply, and building and maintaining understanding and good will is very important to them. They prefer to build a unified group and let the group convince people to do what needs to be done.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Unifier score places you equally or more "Unifier" than 19 out of 100.





LEADERSHIP STYLE

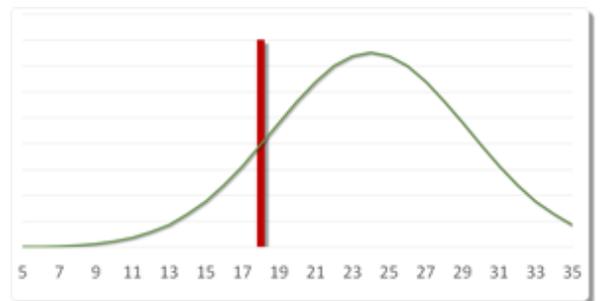
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WHAT TOOLS AN INDIVIDUAL USES TO IMPACT AND LEAD OTHERS

PERFECTER:

Your score here appears to be in the mid-range. Those who score high as a Perfecter will tend to impact others by making sure they know what needs to be done, and then expecting them to do it. Doing things "right" is very important to this person. They do what is right as an example to others, and give others information about what needs to be done. They expect others to do the task without having to be told or persuaded.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Perfecter score places you equally or more "Perfecter" than 16 out of 100.

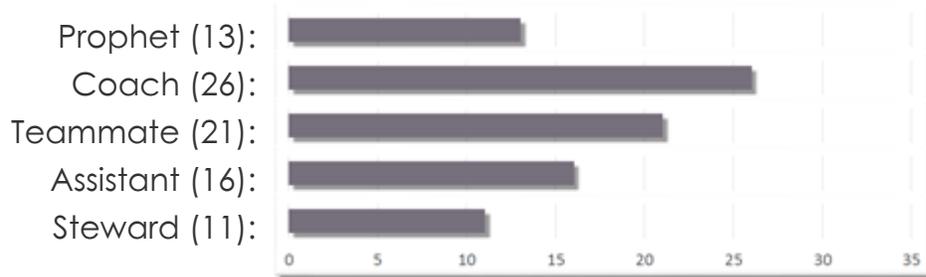




PARTICIPATION STYLE

HOW ACTIVE A PERSON IS IN A LEADERSHIP SITUATION

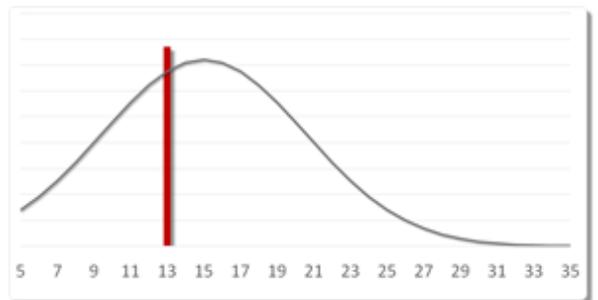
The participation index describes the amount of authority and responsibility you take on in your area of ministry. Each of us falls somewhere on the scale, and where we fall helps determine what kind of leaders we will be.



PROPHET:

You have a lower score in the Prophet element of this construct. Those that score as a high Prophet will believe God has called them to be the leader of their area of ministry, and that He tells them the direction the ministry should go. Therefore, they feel almost entirely responsible for what happens in their area of ministry, and they assume most of the authority.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Prophet score places you equally or more "Prophet" than 33 out of 100.





PARTICIPATION STYLE

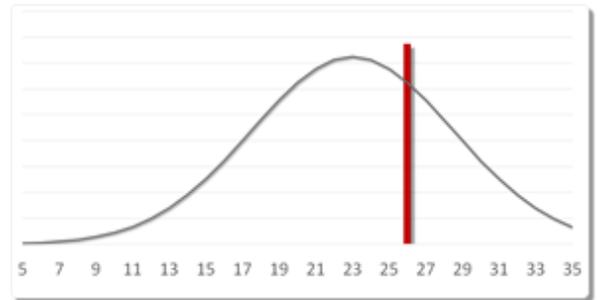
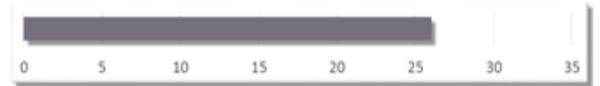
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HOW ACTIVE A PERSON IS IN A LEADERSHIP SITUATION

COACH:

You have a relatively high Coach score. With a Coach style, you believe God has called you to be the primary leader of your area of ministry, and that He directs you, and other leaders, in the direction the ministry should go. Therefore, you feel primarily responsible for what happens in your area of ministry, and you have significant authority there, but you also share that responsibility and authority with other leaders in the same area.

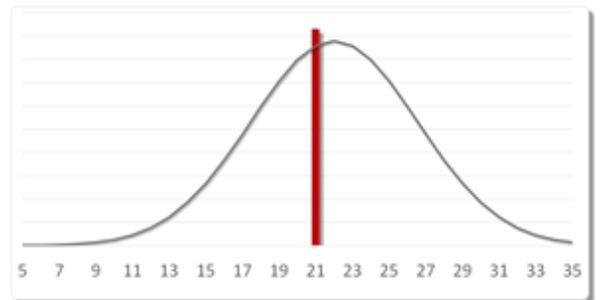
Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Coach score places you equally or more "Coach" than 75 out of 100.



TEAMMATE:

Your score here appears to be in the mid-range. The individual with a high Teammate style believes God has called them to be one of a number of leaders of their area of ministry, and that He directs them along with other leaders in the direction the ministry should go. Therefore, they share authority and responsibility equally with the other leaders in their area of ministry.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Teammate score places you equally or more "Teammate" than 41 out of 100.





PARTICIPATION STYLE

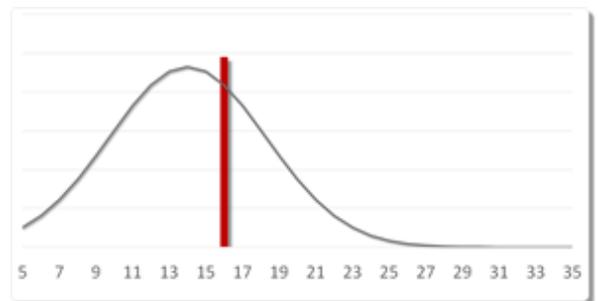
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HOW ACTIVE A PERSON IS IN A LEADERSHIP SITUATION

ASSISTANT:

Your score here appears to be in the mid-range. Those with an Assistant style believe God has called them to serve other leaders in their area of ministry, and that He directs those others in the direction the ministry should go, while at times directing themselves as well. Therefore, they give feedback regarding the ministry, and help others do what they believe needs to be done, but they allow the other leaders to have the authority and responsibility in his or her area of ministry.

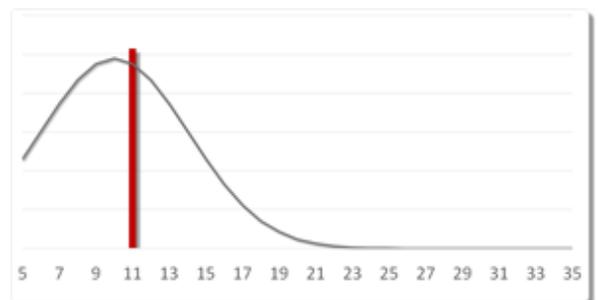
Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Assistant score places you equally or more "Assistant" than 61 out of 100.



STEWARD:

You have a lower score in the Steward element of this construct. Those with a Steward style believe God has called them to serve other leaders in his or her area of ministry, and that God directs those leaders in the direction the ministry should go. Therefore, this individual helps others do what they believe needs to be done, but allows the other leaders to have all authority and responsibility in your area of ministry.

Compared to others in ministry who have taken the MINISTRYMATCH^{PRO}, your Steward score places you equally or more "Steward" than 49 out of 100.





GIFTS

UNDERSTANDING YOUR MINISTRY GIFTS

This portion of the MINISTRYMATCH^{PRO} is intended to help you identify gifts God has given you which may be applied in various ministry positions. We believe God engineers these abilities in order to carry out His will. We are referring to functional expressions of God's creative genius being used in a way that honors His creativity and simultaneously serves others. If education, technique, or skill is applied to this giftedness, and if there is a corresponding value for this type of activity, fulfillment and productivity will follow.

Your Ministry Gifts are listed below in the order of their apparent strength. Although you may be gifted in many areas, your highest scores suggest your strongest areas of giftedness.

The Ministry Gifts list is organized in three groups:

1. Strongest Gifts: These gifts have the highest probability of being your strongest.
2. Moderate Gifts: In these gifts, you scored in the middle range. You are capable of doing these things, but they are not as strong as those in the first group.
3. Non-Gifts: Non-Gifts: Your low scores in these gifts indicated that most persons will perform better than you in these areas.

RS	STRONGEST GIFTS
35	<u>PREACHING</u> : The ability to clearly and effectively present Biblical truth to large groups so that they are moved to agreement.
35	<u>SELF-MANAGEMENT</u> : The ability to accomplish significant tasks effectively with little or no supervision.
34	<u>TEACHING/INSTRUCTING</u> : The ability to communicate in work and life to groups of 20 to 100, with the result that persons effectively learn information and apply it to their lives.



GIFTS

(CONTINUED)

UNDERSTANDING YOUR MINISTRY GIFTS

RS	STRONGEST GIFTS
32	<u>DISCIPLING/MENTORING</u> : The ability to change lives by modeling Christlikeness and coaching others to follow your example in small groups or individual relationships.
31	<u>MOTIVATIONAL LEADERSHIP</u> : The ability to influence others to accomplish tasks by inspiring, encouraging, and energizing them in a common direction.
30	<u>MANAGERIAL LEADERSHIP</u> : The ability to assess and utilize the abilities of others (who already know what to do and how to do it), and to delegate responsibilities to them to most effectively accomplish organizational goals.
29	<u>EVANGELISM</u> : The ability to clearly present the gospel with the result that persons frequently trust Christ as Savior.
29	<u>INTERPERSONAL COMMUNICATION</u> : The ability to relate and communicate effectively on a one-to-one basis, even with strangers.
29	<u>OPERATIONAL LEADERSHIP</u> : The ability to train and equip others to accomplish a task.
29	<u>PROBLEM SOLVING</u> : The ability to correctly diagnose the causes of problems and determine solutions to them.
29	<u>STRATEGIC PLANNING</u> : The ability to anticipate future needs, to formulate strategies to accomplish those needs, and to follow your plans in an orderly fashion.
28	<u>CREATIVE WRITING</u> : The ability to use creativity in writing of many kinds, resulting in edifying others and glorifying God.



GIFTS

(CONTINUED)

UNDERSTANDING YOUR MINISTRY GIFTS

RS	STRONGEST GIFTS
28	<u>EXPEDITING</u> : The ability to get things going, accomplish goals, and get them finished.
28	<u>PROMOTING</u> : The ability to influence other peoples' ideas, thoughts, beliefs, or perceptions by suggesting, explaining, reasoning, or illustrating, in order to cause them to change their viewpoint.
27	<u>CONCEPTUALIZING</u> : The ability to analyze, synthesize, and evaluate diversified information from many sources and to draw from it common concepts or unifying principles.
27	<u>FAITH</u> : The ability to trust God in spite of the circumstances.
26	<u>CHARACTER EVALUATION</u> : The ability to accurately assess other people's integrity, motives, character, or abilities.

RS	MODERATE GIFTS
25	<u>CREATING/INNOVATING</u> : The ability to use your imagination to conceive and develop new and innovative ideas or concepts, services, or products, and to accurately predict people's responses to proposed ideas, events, or products.
25	<u>FINANCIAL PLANNING</u> : The ability to plan, prepare, or administer budgets for yourself or others, to manage money, or to use numbers and figures as tools for solving problems.
24	<u>ADMINISTRATIVE LEADERSHIP</u> : The ability to plan; define; organize, and schedule tasks; and keep up with the details of organizational goals.
24	<u>COUNSELING</u> : The ability to lead individuals to better understand themselves and make decisions that result in more Christ-like behavior.



GIFTS

(CONTINUED)

UNDERSTANDING YOUR MINISTRY GIFTS

RS	MODERATE GIFTS
24	<u>EMPATHY/IDENTIFICATION</u> : The ability to see situations through others' eyes, to "feel with" them so that they "feel one with" you.
24	<u>FOLLOW-THROUGH</u> : The ability to continue to work on tasks and responsibilities until every aspect is completed with appropriate quality.
24	<u>TECHNICAL WRITING</u> : The ability to use accurate technical words to give directions, summarize procedures, or write concise reports, memos, or proposals, resulting in fruitful ministry.
23	<u>DATA HANDLING</u> : The ability to understand data-oriented facts and figures, to recognize their implications, and to explain these to others in written and verbal form.
23	<u>NEGOTIATING</u> : The ability to resolve conflict (whether potential or actual) among individuals or groups, and to guide them toward a solution that is acceptable to all concerned.
22	<u>CROSS-CULTURAL COMMUNICATION</u> : The ability to understand a different culture and language, build relationships, and communicate effectively with members of that culture.
21	<u>SERVING/HELPING</u> : The ability to significantly enhance the fruit of a team effort by submitting to the leadership and direction of others, and by working behind the scenes in a support position.

RS	NON-GIFTS
17	<u>GIVING</u> : The ability to give beyond your financial means, trusting God to supply your needs.
5	<u>MUSICAL EXPRESSION</u> : The ability to express one's thoughts and feelings through music in such a way that they bear fruit for Christ.



UNDERSTANDING YOUR MINISTRY VALUES

Ministry values are aspects of ministry which a person may regard as desirable or worthwhile. On the MINISTRYMATCH^{PRO}, we have identified 34 possible ministry values - values which are critical to having a fulfilling, productive work environment. Although most or all of these may be worthwhile or desirable to you, some will be at the top of your list. These will be the most motivating values for you (though not necessarily for someone else). Each person will move through life pursuing things that allow them to achieve their values and avoiding things that inhibit those values.

No value is better or worse than any other; however, in certain positions a certain set of values may be critical to success, while another position may require another set of values. What is important is to determine what your top values are (that is, what are those things you are most motivated to achieve), and then what values are needed for the position you are considering. If you find a close match, you will probably find the position motivating and fulfilling, and will therefore be more likely to succeed at it. If you do not find a match, it is likely that the position will not motivate you; in fact, it is very possible that it will frustrate you instead. The motivating potential of a position (and therefore your success in it) is greatly affected by whether or not your top values are attained.

Your Ministry Values are listed below in the order of your highest scores. Although you may have many values, your highest scores suggest the values which are most significant to you.

This list is segmented into four groups:

1. Strongest Values: These are areas you value the most and by which you are most motivated.
2. Mild Values: You gain some motivation by these values, but less than those in the first group.
3. Non-Values: These values bring you no motivation.
4. Anti-Values: These values sap motivation from you. They demotivate you.



VALUES

(CONTINUED)

UNDERSTANDING YOUR MINISTRY VALUES

RS	STRONGEST VALUES
21	<p><u>PURPOSE</u>: It is important for you to know the mission and direction of the ministry you are involved in. You need to be sure that there is a purpose for what you are doing, and you need to know how what you do fits into the overall purpose. You are rarely happier than when you can clearly see where the ministry is going and how you are part of getting that accomplished.</p>
21	<p><u>SUPERVISING</u>: It is important to you to oversee the ministry or work of other people. You need the opportunity to supervise several others in your ministry. You are rarely happier than when you can look at what your team has accomplished and say, "Through my supervision, the team was able to get this done."</p>
20	<p><u>HARD WORK</u>: It is important for you to be able to work hard and to see results from that hard work. You need to be valued for your ability to work at least as hard as anyone else. You are rarely happier than when you have put in long, hard hours and you see the fruit of that work in your ministry.</p>
20	<p><u>INFLUENCING/IMPACTING</u>: It is important for you to feel that you have had a significant impact on others. You need to be able to influence the decisions, actions, and fruitfulness of other people, and to have an impact on their lives. You are rarely happier than when you can look at other people and say, "They are better because I spent time with them."</p>
20	<p><u>RESEARCH</u>: It is important for you to be able to do research that will educate and impact other people. You need to have a ministry that involves doing research work. You are rarely happier than when you are "buried in the books," studying.</p>
19	<p><u>AUTONOMY</u>: It is important for you to feel that you have freedom and independence in your work. You need to be able to work without close supervision, without feeling like someone is constantly "looking over your shoulder." You are rarely happier than when you can develop your own projects without having to answer to others.</p>



VALUES

(CONTINUED)

UNDERSTANDING YOUR MINISTRY VALUES

RS	STRONGEST VALUES
19	<u>PROFICIENCY</u> : It is important for you to feel you are doing a very good job of what you do. You need to know that the quality of your work is excellent. You are rarely happier than when you look at what you have accomplished and know that you have done your very best and that what you have done is really good.
18	<u>BEING IN CHARGE</u> : It is important for you to control the process of ministry. You are a natural-born leader, and you need to be the person who makes the final decision. You are rarely happier than when the buck stops with you.
18	<u>DESIGNING</u> : It is important for you to be able to design and create whatever ministries or projects you are working on. Creativity is a crucial aspect of your job, and you need to be able to start projects "from scratch." You are rarely happier than when you can design your own ministry.
18	<u>DEVELOPING POTENTIAL</u> : It is important for you to be able to see what can happen in a person or a ministry project and to make that happen. You need to be able to take something (or someone) that is not up to full potential and to help get it there. You are rarely happier than when you have taken a person (or project) to the point where they are achieving everything they are able to.
18	<u>PERFORMANCE</u> : It is important for you to be in front of groups of people performing. You need the opportunity to perform, whether by preaching, drama, music, or some other medium. You are rarely happier than when standing in front of a large group of people ministering to them through your performance.
18	<u>RISK</u> : It is important for you to know that you are taking some risks. You need to be involved in a ministry in which things are not always predictable, and in which you can't always determine the outcome in advance. You are rarely happier than when you have made a risky decision and ended up with positive results.



VALUES

(CONTINUED)

UNDERSTANDING YOUR MINISTRY VALUES

RS	STRONGEST VALUES
17	<u>ACCOMPLISHING GOALS</u> : It is important for you to see your goals accomplished. You need to have the opportunity to set goals and to see regular progress on them. You are rarely happier than when you can look back at your week or month and spell out the goals you have completed and those you have made progress on.
17	<u>CREATING/INNOVATING</u> : It is important for you to be able to propose and/or implement new, creative ideas. You need to be appreciated for your ability to see things in innovative ways and to come up with creative solutions. You are rarely happier than when you are in an environment where creativity and innovation is appreciated.
17	<u>SERVING</u> : It is important to you to be able to help people. You need to have the opportunity to use your skills and abilities to meet other people's needs. You are rarely happier than when you see that someone else is feeling or functioning better and more easily because you have been able to help them.
17	<u>TEACHING/TRAINING</u> : It is important for you to teach other people new things. You need the opportunity to train and teach, whether it be skills, abilities, or concepts. You are rarely happier than when you see the light go on in another person's eyes as they grasp what you've been teaching.
16	<u>OVERCOMING CHALLENGES</u> : It is important for you to regularly feel challenged by what you do. You need to be faced with obstacles which you have to overcome. You are rarely happier than when you can look back and see how you have faced and overcome the difficulties which have confronted you.
16	<u>PRECISION/PERFECTION</u> : It is important for you to be sure that everything you do and participate in is of the very highest quality. You need to have the chance to perfect whatever you work on. You are rarely happier than when you can look at something you've been involved in and say, "That is exactly right. It couldn't have been any better."



VALUES

(CONTINUED)

UNDERSTANDING YOUR MINISTRY VALUES

RS	MILD VALUES
15	<p><u>APPRECIATION</u>: It is important for you to feel appreciated for what you accomplish. You need a place where you are valued and are regularly encouraged that what you are doing is necessary and important. You are rarely happier than when you are recognized as having done a great job.</p>
15	<p><u>MOBILITY</u>: It is important to you to be able to get out from behind a desk and do things. You need to be able to be "out and about" at least sometimes. You are rarely happier than when you do not have to be "cooped up" in an office, but can get out and do things or be with people.</p>
15	<p><u>PERSUASION</u>: It is important for you to be able to use your persuasive skills to change people's minds. You need to have the opportunity to discuss things, to offer feedback, and to try to get others to agree with you. You are rarely happier than when, after a long discussion, someone says, "You know, I see your point, and I think you're right after all."</p>
15	<p><u>PIONEERING</u>: It is important for you to launch new ventures. You need the chance to take on brand new, never-before-accomplished tasks and see them launched. You are rarely happier than when trying a new ministry or ministry approach for the first time.</p>
15	<p><u>PROBLEM SOLVING</u>: It is important for you to frequently face problems which you must solve or help others solve. You need the chance to work through perplexing problems and come up with good solutions to them. You are rarely happier than when you are puzzling over and solving a problem someone brings you.</p>
15	<p><u>WRITING</u>: It is important for you to be able to write. You need a ministry where part or all of your communication is done through writing. You are rarely happier than when you have been able to minister to another through your writing.</p>



VALUES

(CONTINUED)

UNDERSTANDING YOUR MINISTRY VALUES

RS	MILD VALUES
14	<u>STABILITY</u> : It is important for you to have a sense of security and predictability about your ministry. You need a place where you can be sure from day to day what you are going to do and that you are going to be provided for. You are rarely happier than when you can look at your week ahead and predict with some certainty what you will be doing.
13	<u>GIVING</u> : It is important for you to give of your money, time, and talent to the ministry you are working with or to people in that ministry. You need a ministry with lots of opportunities to give. You are rarely happier than when you have given to a ministry and then can see your gift at work in the lives of others.

RS	NON-VALUES
12	<u>COMPETITION</u> : It is important for you to be able to compete with others in your ministry. You are stimulated to do your best by competition, and you need that competition to make you more effective. You are rarely happier than when you have competed in a situation and won.
12	<u>WORKING WITH PEOPLE</u> : It is important for you to be able to work around other people. You need the opportunity to interact with others and to spend much of your time with them. You are rarely happier than when surrounded with other people to whom you are ministering.

RS	ANTI-VALUES
11	<u>FEEDBACK</u> : It is important for you to know what is expected of you. You need direction and regular feedback from others in order to be at your best. You are rarely happier than when you know exactly what you need to do and how you need to do it.
10	<u>FINANCE</u> : It is important for you to be involved in the finances of the ministry in which you are working. You need to be responsible for developing and/or managing your ministry budget and for keeping your ministry finances balanced. You are rarely happier than when working on the financial information for your ministry.



VALUES

(CONTINUED)

UNDERSTANDING YOUR MINISTRY VALUES

RS	ANTI-VALUES
8	<u>CROSS-CULTURAL MINISTRY</u> : It is important for you to be able to minister to others from another culture. You need the opportunity to work with people who are different from you, overcoming cultural barriers. You are rarely happier than when you are at last able to break through and communicate to someone from another culture, and see them understand what you are saying.
6	<u>MEETING NEEDS</u> : It is important for you to be able to minister to other people and meet their needs. You need to be responsible to see what others need and to provide for those needs, whether physical, emotional, or spiritual. You are rarely happier than when you can look back and see all the people you have been able to help by responding to them and meeting their needs.
3	<u>FACILITY ADMINISTRATION</u> : It is important for you to be able to look after the facilities and grounds of a ministry. You need to be responsible for making sure the building and property are well maintained. You are rarely happier than when you can look at a facility and see that it looks beautiful and complements, rather than distracting from, the ministry.
3	<u>MUSICAL EXPRESSION</u> : It is important for you to be able to minister to others through your musical gifts. You need to have the opportunity to express yourself through music so that others may be blessed and/or grow spiritually. You are rarely happier than when you hear that your musical gifts have ministered to others and have impacted them.



AGE PREFERENCES

YOUR PREFERENCES IN WORKING WITH VARIOUS AGE GROUPS

Another element to successful ministry is the age groups you indicate a preference toward in ministering or serving. MINISTRYMATCH^{PRO} assesses these in a construct called Age Preferences. In general, you have expressed a preference to apply your gifts and values when serving in ways that involve individuals in these age groups.

The Age Preferences list is divided into three groups:

1. Strong Age Preferences: These are the age groups that you like working with or prefer to work with.
2. Moderate age preference: These are the age groups that you are okay working with, but for which you have no particular preference.
3. Non-Age Preference: This is an age group that you would rather not work with.

RS	STRONG AGE PREFERENCES
30	<u>YOUNG/MIDDLE ADULT AGE:</u>
28	<u>JR/SR HIGH AGE:</u>
27	<u>SENIOR ADULT AGE:</u>

RS	MODERATE AGE PREFERENCES
23	<u>ELEMENTARY AGE:</u>
21	<u>PRESCHOOL AGE:</u>