



*SIP*<sup>â</sup>

## *Self-Identified Profile*<sup>ò</sup>

generated from

*The Passion-Effectiveness Tool*

*"And this is my prayer: that your love may abound more and more in knowledge and depth of insight, so that you may be able to discern what is best and may be pure and blameless until the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ - to the glory and praise of God."*

Philippians 1:9-11

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## Transformational Qualities

*A transformational quality is an aspect of your life in which you are both passionate and effective. The combination of passion and effectiveness gives you the potential to change organizations if you are provided the opportunity to exercise these abilities in your work. When you are working in the areas below, it is likely that you will be energized and gain a sense of achievement.*

Category	Tasks/Traits	Score
<b>Worship</b>	Helping a church develop a music ministry at that is outstanding in quality and appropriate in style to the congregation.	6
<b>Leadership</b>	Being known in the church as a leader who makes things happen.	6
<b>Leadership</b>	Articulating a clear vision for a church and keeping it before the people in a compelling way.	6
<b>Hospitality</b>	Creating a Christian community where members believe the church has given new meaning to their lives.	6
<b>Morale</b>	Developing a spirit in a congregation that makes people want to get as involved as possible.	6
<b>Worship</b>	Presiding over worship with care, engaging the people in a meaningful way.	6
<b>Worship</b>	Developing worship services at a church that are exceptional in both quality and spiritual content.	5
<b>Worship</b>	Preaching in a way that members perceive in you a high level of integrity and authenticity.	5

It can be helpful to look at the categories in which the work areas fall and identify themes in your traits/tasks. When two or more fall in the same category, it suggests that you may have transformational qualities in an entire category.

## Distinctive Characteristics

*A Distinctive Characteristic is a capacity that distinguishes you from your peer group. It is likely that one or more of these Distinctive Characteristics is also on the list of Transformational Qualities. On the other hand, a Distinctive Characteristic may not be what you do best or are most excited about, but you may be better at it than many persons in the profession. You may be effective in the areas below particularly in comparison with other clergy. However, it may be important that these remain a short term or secondary focus in your work with emphasis on the Transformational Qualities being primary.*

Category	Tasks/Traits	Score
<b>Leadership</b>	Being known in the church as a leader who makes things happen.	6
<b>Hospitality</b>	Creating a Christian community where members believe the church has given new meaning to their lives.	6
<b>Worship</b>	Helping a church develop a music ministry at that is outstanding in quality and appropriate in style to the congregation.	6
<b>Leadership</b>	Articulating a clear vision for a church and keeping it before the people in a compelling way.	6
<b>Morale</b>	Developing a spirit in a congregation that makes people want to get as involved as possible.	6

## Short Circuits

*A short circuit is an area of work that drains energy from a person and produces little sense of achievement. If this candidate is asked to work solely or primarily in the areas of the tasks/traits below, it is possible that he or she will experience a significant decrease in motivation, morale, and self-worth.*

Category	Tasks/Traits	Score
<b>Conflict</b>	Equipping conflicted groups within a congregation to resolve problems through mutual effort.	4
<b>Conflict</b>	Helping a church where a significant number of people are disturbed by the amount of conflict in their congregation.	4
<b>Pastoral Care</b>	Ensuring the development of a plan to care for members with special needs.	3

## Emerging Priorities

*You have Emerging Priorities in your ministry in which you are ready to invest additional energy. They are ranked below by level of strength. If you are asked to work in areas near the top of this list, it is likely that you will be highly motivated to grow and develop. If you are asked to work in areas near the bottom of this list it is likely that you will not be highly motivated to be successful.*



Area of Interest	Score
Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of a church.	5
Provide opportunities for Christian education and spiritual formation in a church for every age and stage of life.	5
Make necessary changes in a church to attract families with children and youth.	5
Deepen a congregation's sense of connection to God and one another through stronger worship services.	5
Expand the international mission of a church with both financial resources and personal involvement.	4
Develop the spiritual generosity of the people to financially support the ministry of a church.	4
Strengthen the management and support of persons in various ministries so that they are able to do what they do best.	3
Adapt the opportunities provided by a church making them more accessible given the pace and schedule of members' lives.	3
Change or improve the music of a church to deepen the worship experience.	3
Strengthen the process by which members are called and equipped for ministry and leadership.	3
Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc).	3
Develop ministries that work toward healing those broken by life circumstances.	2
Work to renew and revitalize the community around a church by building coalitions with partners that share this vision and commitment.	2
Strengthen the pastoral response of a church in serving people with special needs.	2
Expand outreach ministries that provide direct services to those living on the margins of society. (i.e. homeless, immigrant, transient persons)	1
Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.	1
Enlarge or improve the physical facilities of a church to expand or enhance its ministries.	1

## Distinctive Interests

*Distinctive Interests are priorities that are unusually high compared to other clergy. You have self-identified Distinctive Interests in your ministry in which you are ready to invest additional energy. Distinctive Interests are unusually strong compared with other clergy. While these may not be the highest of your priorities, they may be areas in which significant motivation exists for achievement, particularly if they are kept secondary and do not become the sole focus of your development.*

Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of a church.

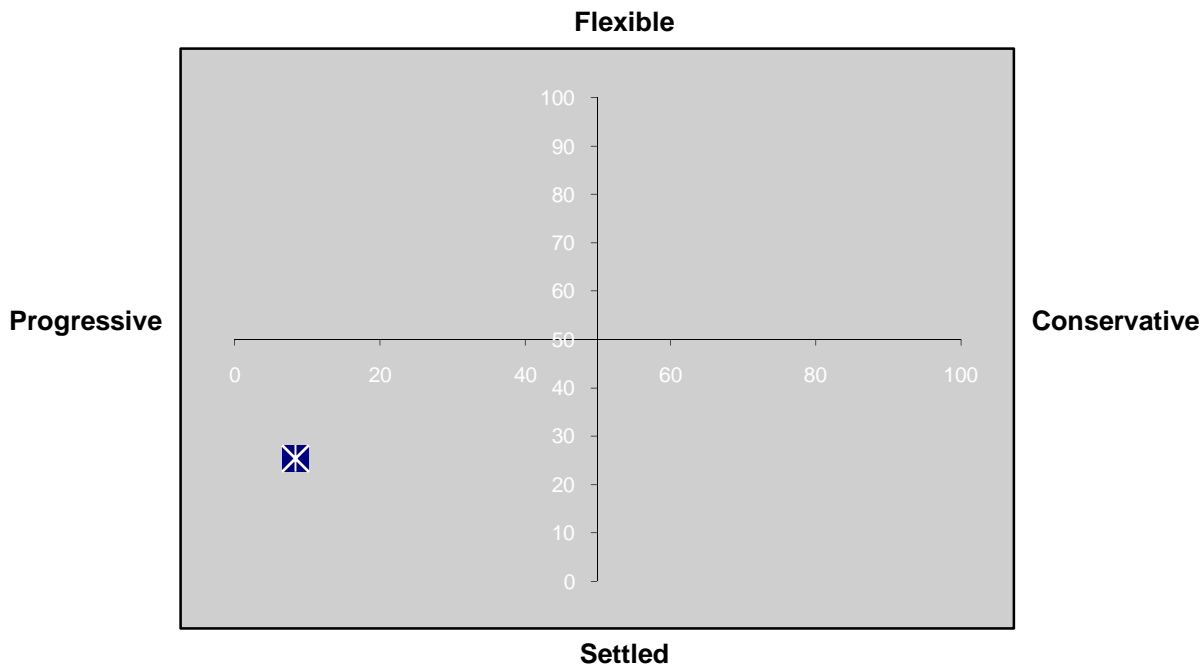
5

Make necessary changes in a church to attract families with children and youth.

5

## Descriptive Style Map

This map indicates the particular style of a pastor using two characteristics. The first characteristic is whether the pastor is theologically conservative or progressive. The second characteristic is whether the pastor is more flexible or settled in his or her approach to church life. The combination of these two characteristics produces the four different possibilities for the overall style of a pastor. These are noted in the four quadrants of the map. It is important to keep this map in mind when checking the fit between who you are and the church you are working with.



## Clarity of Gift

The Clarity of Gift score measures the degree to which your responses enable the Passion Effectiveness Tool to distinguish areas of motivation and strength from other areas where you are less motivated or less effective. When responses to all questions are uniform, it suggests that a person sees himself or herself as strong in all areas, average in all areas, or weak in all the areas that are measured. If your clarity score is high, it suggests that you are clear about areas where you are passionate and effective, and also clear about areas where you are less interested or less skilled. If your clarity is low, it may be helpful for you to do further exploration of your gifts and passions including feedback from others you respect and trust.

### Clarity Score

