

Some information for you about the day of the Assessment and general info:

The Interview will take between 6 - 8 hours. A lot of that depends on how you respond according to directions during the interview.

You must have your spouse with you if you're married

Dress comfortably.

You will want to be as relaxed as possible as we'll be sitting for a long time together

We will have drinks and snacks available and will take as many breaks as necessary

The interview is all based on your past experiences

(so there's really no need to come prepared for anything else)

We'll take a 30 min to one hour lunch break.

You can either bring your lunch or go to a local restaurant.

Generally you will eat on your own so you can enjoy some quiet time.

We are going to be asking a lot of questions in order to gather specific data.

It is our job to get as accurate a picture as possible of your characteristics.

There are no wrong answers in this assessment because we are only looking to understand you:

How you behave, what you have done in order that we might understand what you are likely to do in the future.

We are not looking for how you feel or what you think. We are looking to view you in action doing things. For example, if we compare this interview to a play, we are interested in you as the lead actor, not in the background scenery or other actors.

You will be asked to use "I" statements, not "we" statements.

Describe your actions in bullets if you can, "I did this, I did this, I did this."

We are interested in seeing you in action in a multitude of settings, not just church.

If you can think of examples from work or school or past jobs, that would be helpful.

We will be taking copious notes to accurately gather the data we are looking for.

Please don't be offended by the lack of eye contact, we are intently listening.

The candidate must be able to effectively share three examples in each category from their past in each of the following categories:

1. Visionizing Capacity
2. Intrinsic Motivation
3. Creating Ownership of Ministry
4. Reaching the Unchurched
5. Spousal Cooperation
6. Relationship Building
7. Commitment to Church Growth
8. Responsiveness to the Community
9. Utilizing the Giftedness of Others
10. Flexibility
11. Building Group Cohesion
12. Resilience
13. Exercises Faith

See the end of "How to read PAS Report" for an explanation of each category

Confidentiality

Everything you say will be held in the strictest confidence.

The notes will go in our personal files and no further.

Feel free to share specifics about uncomfortable or difficult situations.

We will not include any specifics in the report, but will only pull out general principles, which hold true over a variety of situations.

Report

At the end of this interview we will match our data together and generate a thorough report, which details your characteristics in 13 behavioral dimensions.

When the report is ready, it will be sent to the person who is ordering the Assessment.

You will be able to get a copy from them. This will take place within 2 –3 weeks.