

## **Should I consider a MID-CAREER ASSESSMENT?**

### **An Introduction to CRM's Mid-Career Assessment Process**

#### **Purpose and benefits:**

We have found the Mid-Career Assessment (MCA) to be a truly invaluable process for CRM staff members. One participant has said, "It is a fantastic process! It is flexible in the way it is structured and the design of the discussion can be altered and nuanced to fit the specifics of anyone's situation."

- The MCA is a focused opportunity for you, a CRM staff member, to sit down with others on staff to receive insight and feedback on what God has been doing in your life. Together we seek to learn how you have been responding and developing spiritually, emotionally, relationally, and in ministry, over the last seven or more years of your ministry with CRM.
- MCA teams intentionally create an environment conducive to and focused on group discernment; together trying to discern how your past history – experiences and growth – impinge upon and influence your present decisions and future directions.
- These benefits emerge from two days spent together with a team whose members bring wisdom, life experience, psychological insight, and backgrounds in education, ministry, and spiritual direction and formation.

#### **Is the MCA for me?**

If you are wondering if the Mid-Career Assessment process is for you, or don't know quite know what to expect, carefully consider the following factors. If you are at a place where...

- You have significant questions re: future direction for ministry;
- You are in a situation where several positive options are presenting themselves, and you are wondering which might be the best stewardship decision;
- You are feeling you have gained a significant amount of experience in the past few years, but you may feel "stuck" or "plateaued" in your current role;
- You have people from different spheres offering you new or very different options and feel pulled in different directions;
- You feel positively that you have completed your current assignment effectively, and would like some help in thinking "outside the box" regarding new roles and ministry assignments; or
- You would like some objective feedback from CRM colleagues regarding the past few years ministry and an opportunity to discuss and discern strengths and emerging growth areas that may impact options for the next phase of ministry; then you may be at a stage in life that you will find an MCA very helpful.
- If these kinds of scenarios apply to you, may we encourage you to talk with your team leader, and then contact Ardath Smith for further information. An MCA booklet further describing the process will be sent to you.

#### **The MCA Team:**

Generally we have found it optimum to involve a combination of the following people in the process:

- Your team leader and/or a significant team mate who knows you well and who brings a long-term perspective on who you are and how you minister on a team;
- A CRM leader who has influenced you or mentored you in some way, and whose perspective you value;
- Ardath Smith, of the Staff Development and Care Team (SDCT), brings a developmental perspective on spiritual formation and discernment regarding how God shapes our lives and challenges us to grow; and
- Steve Hoke, also on the SDCT, brings perspective from a wide range of cross-cultural ministry, and how formal education, leader development and spiritual formation contribute to life-long learning and shaping of CRM staff. You may request both Ardath and Steve's participation, by the way – but one of the other of them will be your facilitator.

- Other members of the SDCTeam may be available at your request, although generally either Ardath or Steve facilitates.
- The two-day MCA experience begins with a morning with a CRM-affiliated psychologist or therapist to explore together with you some of your developmental growth “edges”.

### **How to set up an MCA**

1. When you talk with Ardath, you will determine whether Ardath or Steve is going to facilitate your MCA.
2. When you talk with your facilitator, you will determine who you are going to invite to be on your team, and the time frame(s) you would like for your MCA.
3. It will then be your responsibility to invite your team members (other than Steve or Ardath), and to find out their available dates.
4. You will then confirm with Steve/Ardath as to who has accepted your invitation and what their possible dates are. Steve/Ardath will confirm with you their availability for those dates (if this has not already been done).
5. Note that it will be your responsibility to pay for out-of-town MCA team members’ participation (in terms of travel, room and board costs). It is therefore strategic to think in terms of when people are going to be in Southern California (or another desired location for the MCA) already.
6. It will also be your responsibility to pay for any personality inventories or psychological tools you utilize, such as the Birkman Blueprint materials, Myers Briggs inventory, etc.