

CRM Protocol for Assessments

Revised January 19, 2005

Phone Interview with Psychologist:

We may be adding more to the life questionnaire questions we now have, making it more detailed. We will also be encouraging the psychologists to decisively go after anything they sense or wonder about during this call.

New step: Psychologist will submit a Phone Interview Synopsis

This will be a thorough write-up of their insights from both the testing and their interview.

Note that we will be meeting with the psychologists individually to explain more to them about the screening roles we wish them to take during these phone calls. This synopsis will then be passed onto the assessment team with the application materials they usually receive.

Assessment Day Schedule

9-10 The Assessment Team meets to discuss the prospective staff members

While this is happening, the prospective staff members take a tour of the office, and meet Sam if he is in that day. Mary or Rachelle will be the tour guide.

10-12 We welcome them, introduce ourselves, pray for the day. They tell their stories, with a time limit of about 50" each.

12-1-1:30 Lunch together and 15" break

We will develop a strategy for this time, as well.

1:30 Address questions with them.

We will be developing a set of questions based on Sam's Competencies, so that all prospective staff members are asked a core set of questions, and we do not end the day realizing we were unable to get to ministry details, team issues, how they handle conflict, what's going on in their spiritual lives, etc.

Finish at 3:30/4. The Assessment Team meets to discuss impressions/insights

4-4:30 Feedback: We give them feedback concerning their calling to CRM at this time, including that which we have discerned and believe encourage them, ways we see they need to grow and steps they need to take to support that process, our recommendations and our suggestions. Prayer together.

This gives us from 10 am -5 pm with the prospective staff members, which is a substantial increase in time for the assessment team. It also enables us to hear their stories, AND to ask them questions to follow-up with what they have shared about themselves, AND to ask questions everyone should be answering (concerning their spiritual lives, their ministry giftedness, their conflict skills, their developmental issues, team "match" questions, etc.)

Other issues:

- We still tend to be "soft" in not using a behavioral questioning approach or a fixed template to be sure we "always" ask certain questions.