

# POSITION INSIGHTS™

Identifying the Unique Strengths

Demanded by the Position

Director  
Hiring Team  
3-6-2002

Understanding Strengths and Blending Differences

Ministry Insights International, Inc.  
16020 N. 77th Street  
Scottsdale, AZ 85260  
480-443-1077 Fax 801-640-2478  
information@ministryinsights.com

# INTRODUCTION

Every work environment requires a mix of human behavior to accomplish its goals. Each person brings certain personal strengths to his or her position. Each position blends together to create the work environment. Pastors, church administrative staff, key leaders, and volunteers alike can best serve each other and their organizations by being “matched” to their positions. When you match a person's God-given strengths to the position, the person will be better able to perform the tasks of the position. If a person is required to continually perform work that does not match his or her natural strengths, there will be tension or stress for the individual, resulting in tension or stress within the work environment.

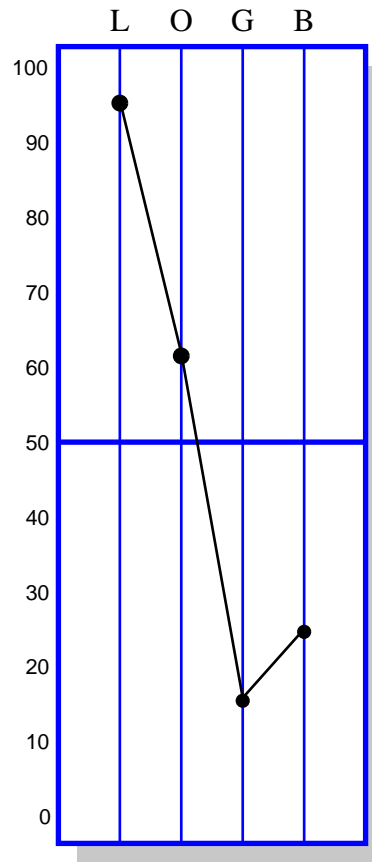
This report provides you with information on the intensity of each of the four factors perceived as being crucial to the position. If you find a statement that does not apply to the job, delete it. Utilize this report to understand the demands of the job and to maximize the effectiveness of the person who is, or will be in the specific position targeted.

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# MINISTRY MATCH

Director  
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Score  
%

16	30	49	45
95	62	17	26

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# ROLE CLARIFICATION

## Position Summary

*A changing work environment requires the need to clearly focus on specific behavioral job roles. Conflict, misunderstanding, and poor performance can be the price paid for lack of job clarity. Use this summary to clarify the personal strengths needed for someone to be successful in the position.*

The Position's overview:

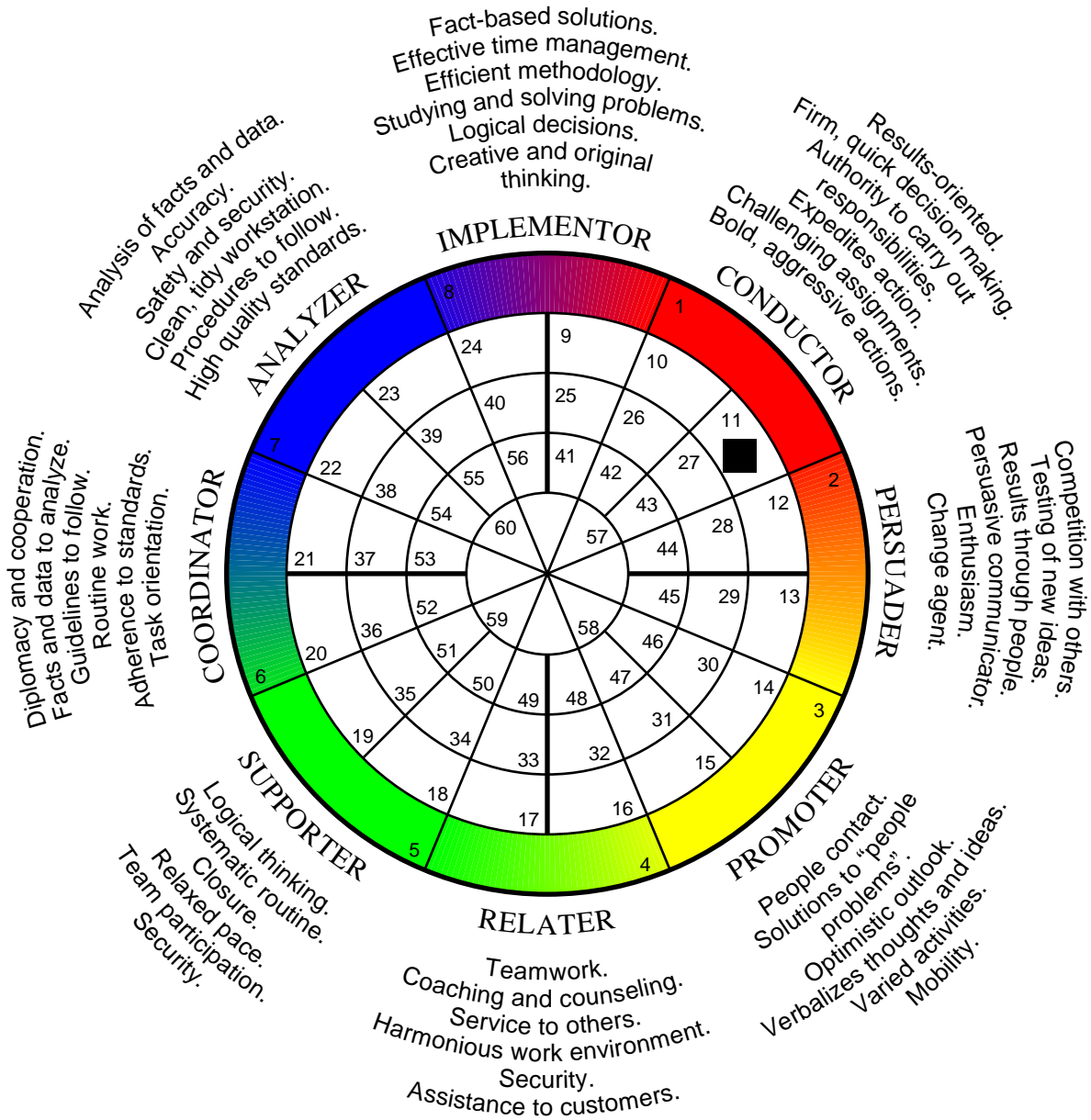
- Vision for the future and planning skills.
- Ability to change gears quick and often.
- Sense of urgency and wide scope of activities.
- Self-starter who seeks challenges.
- Quick response to crisis and change.
- Getting results through people.
- Knowledge to carry out authority and responsibility.
- Wide scope of authority.
- Questioning the status-quo.
- Decisions that could be unpopular or without precedent.
- Sensitivity to changes in social and work environment.

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# THE MINISTRY INSIGHTS™ WHEEL

Hiring Team  
 Director  
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POSITION INSIGHTS: ■ (11) PERSUADING CONDUCTOR

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# Challenges and Dominance

## Lion

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*This page of the report lists characteristics of the position required by a person to respond to problems and challenges. Scope of authority, power and decisiveness may be key areas.*

The Position's behavior demands:

1. Complete authority to carry out responsibilities.
2. Immediate response to problems or crisis situations.
3. Demanding attitude of self and others.
4. Direct answers from others.
5. Challenging assignments.
6. Creative and original thinking.
7. Freedom from routine and details.
8. Freedom to act independently.
9. High sense of urgency as a catalyst for obtaining results.
10. Appropriate title to acknowledge status and prestige.
11. Accepting and initiating change.
12. Decisive and firm in decision making.
13. Self-starter who enjoys all phases of competition.
14. An environment where the leader needs to be direct and to the point.
15. Strong leadership and directive skills.
16. Future orientation and abstract thinking ability.

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# Influence and Communication

## Otter

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*This page of the report lists how the position requires a person to influence others to a way of thinking or doing. Trust, openness, facts and data (oral or written), discussion, and communication are key areas.*

The Position's behavior demands:

1. Democratic relationships.
2. Earned trust.
3. Friendly work environment.
4. Verbal skills.
5. Being polite and diplomatic.
6. Working with people.
7. Acceptance of new ideas.
8. Coaching and counseling.
9. Participatory management.

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# Pace and Consistency

## Golden Retriever

*This page of the report lists how the position requires a person to deal with activity levels. Change, persistence, consistency, and listening skills are key areas.*

The Position's behavior demands:

1. Sense of urgency.
2. Shared information and open communication.
3. Quick response to crisis and change.
4. Mobile work environment.
5. Ability to act without precedent.
6. Opportunity to explore change.
7. Support team to handle some of the detail work.
8. Self-starter.
9. Quick decisions.
10. Alertness to problems and challenges.
11. Awareness of deadlines.
12. Facts and data provided by others.
13. Freedom to respond.
14. Variety of work activities.

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# Rules and Compliance

## Beaver

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*This page of the report lists how the position requires a person to respond to rules and regulations set by other people. Key areas to consider are rules required to maintain quality, accuracy, and precision.*

The Position's behavior demands:

1. Testing of rules and procedures.
2. Practical work solutions.
3. Persistent approach to winning.
4. Opportunity to test new ideas.
5. Challenging work.
6. Responsibility equal to authority.
7. Limited routine work.
8. Risk taking.
9. Independence to question procedures.
10. Challenging the status quo.
11. Individualism.