

Candidate Psychological Assessment: What a CPM can Learn

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PCUSA: “Rooted in Faith, Thriving in Ministry”
Symposium

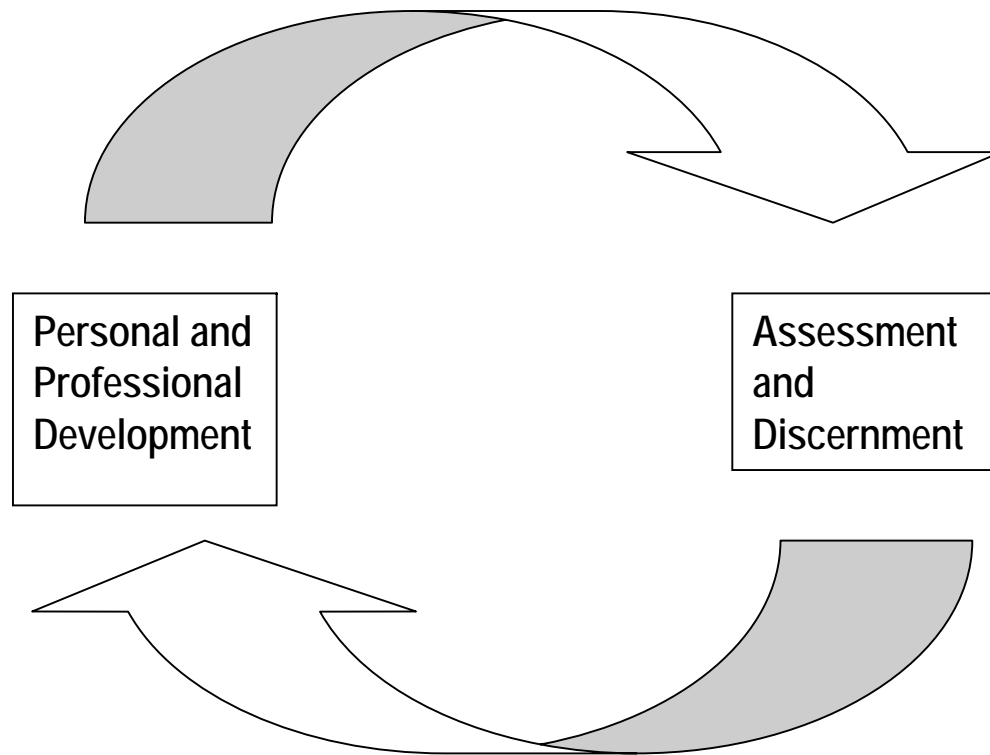
Salt Lake City, Utah

July 26-29, 2007

Purpose of Assessment

Since the model for the ministry of the Word and Sacrament is the ministry of Jesus Christ, it is the Committee's particular responsibility to help these individuals [who wish to prepare themselves for this ordained office] grow toward maturity in Christ. Both the Inquiry Phase and the Candidacy Phase of the process nurture and test the individual's development in five key areas: *Education for Ministry, Spiritual Development, Interpersonal Relations, Personal Growth, Professional Development*, [*Preparation for Ministry in the PC (USA) Manual*, p. 4.]

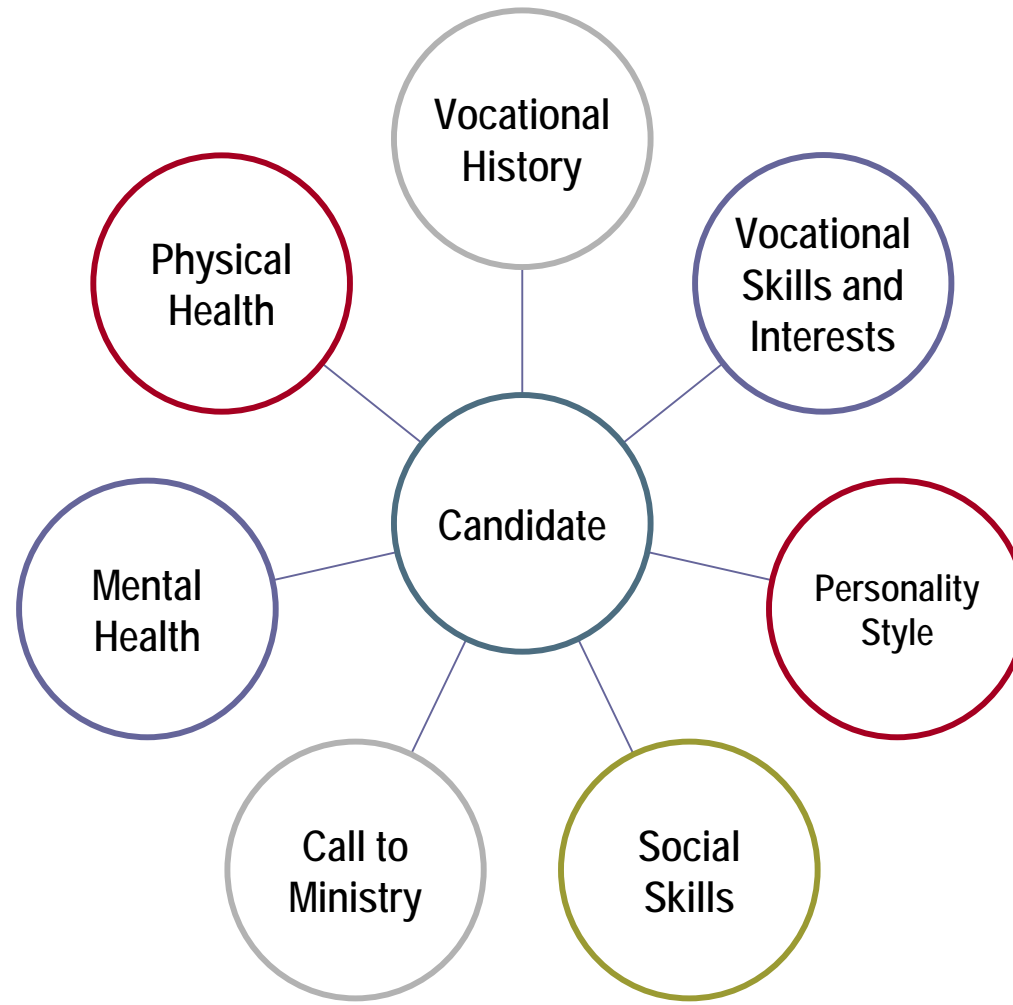
Assumption: The person is experiencing something. Is it a call to ordained ministry or a call to a more intentional life of faith?



The Assessment

- Uses a Developmental Approach
- Provides Additional Information and Insight to the Committee
- Identifies a Candidate's
 - Strengths
 - Points of Vulnerability
 - Areas of Growth

Psychological Assessment: Interview Topics



Additional Areas of Discussion

- Alcohol and Drug Use
- Authority Issues
- Conflict Management Style
- Emotional and Interpersonal Boundaries
- Financial Concerns
- Self-Care – Exercise, Sleep, Diet, Balance
- Sexual Boundaries
- Stress Management

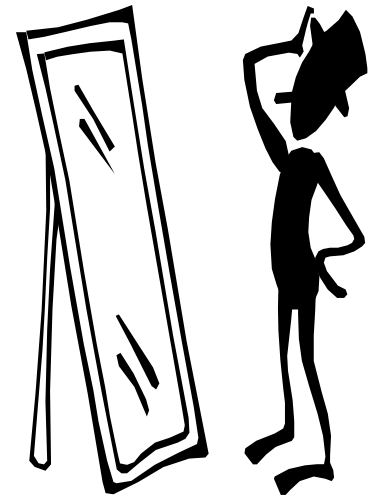
Most Commonly used
Instruments
and their value
in Ministry Assessment

MMPI-2: Value for Ministry

- Emotional Stability
- Personality Style
- Interpersonal Style
- Strengths and Points of Vulnerability

MBTI: Value for Ministry

- Personality Style
- Interpersonal Style
- Leadership Style
- Strengths for Ministry
- Points of Vulnerability for Ministry



Strong or Campbell Interest Inventories: Value for Ministry

- Appropriateness of Ministry
- Interest Areas for Specialization
- Long-Term Satisfaction in Ministry
- Leadership Style, Work Style, Risk Taking
(Strong)
- Best Match for Church and Candidate

Non-standardized Surveys

- Autobiographical Data Form
- Analysis of Skills Survey
- Incomplete Sentences Blank
- Skills for Ministry Survey
- Discovering Gifts and Skills Survey
- Values Inventory

The Report

Reports are written from a growth-oriented perspective, to identify and affirm gifts and strengths, delineate psychological development, emotional maturity, leadership abilities, and self-awareness, as well as identify growing edges and "points of vulnerability".

The report is to assist

- 1: the candidate in deepening his or her understanding and fit in ministry, and
2. the committee in deepening their understanding of the candidate.

Things CPM's Can Learn From Reports

- Personal journey of faith
- Experience of call to ministry
- Personality traits and preferences
- Strengths and limitations for ministry
- Leadership potential
- Preferred styles of leadership
- Patterns of interest and motivation in ministry
- Emotional and psychological health
- Steps to take for growth in areas of vulnerability



Potential Barriers to the Assessment Process for People of Color

Why they resist

Challenges -----

- Negative connotation of the term
“Psychological Assessment”
- Lack of test-taking experience
- Question the purpose- to challenge call
weed out of process
- Lack of understanding of the process-
what it entails



Challenges, Challenges and more challenges

- Removed from the process- someone else decides what is important
- Introspection- not what we do
- Communication issues
- Self disclosure not a cultural value
- Psychological assessment outside of their value system



And the Challenges go on

- Stigma associated with psychological assessment
- Not a cultural norm
- Challenge to self-esteem
- Concern about negative labeling
- Demand to adapt to the psychologist's culture



- many cultural groups do not value insight

(Sue and Sue, 1990, p. 38).

- minorities have learned to monitor their behavior carefully and not expose themselves to the point that their survival or psychological well-being might be threatened

(Sue and Sue, 1990, p. 79).

When Standard Assessments Don't Work

An Alternative Approach

Non-Standardized Approach: Behaviorally Based Questionnaire

- Denominational Identity
- Pastoral Identity
- Educational Development
- Personal Integration
- Social Competence
- Systems Awareness
- Leadership Effectiveness
- Self-Management

Examples of Behaviorally Based Questions

“Think of a time when you were the object of criticism. How did you respond? Would you respond the same or differently now?” (Personal Integration)

“Give an example of work that you did as a member of a group.” (Social Competence)

“What was your role in your family of origin? Give an example.” (Systems Awareness)

**Making the Process
Friendlier for
Candidates, especially
People of Color**

- Educate the committee about the process
 - Committee members understand the process
 - Committee members are prepared to answer questions about the requirement for Assessment
 - What is the “Psychological Assessment?”
 - What will they ask of you?
 - Why are they asking those questions?
 - What does this have to do with your call?
 - How will you benefit from the process?

Make it Easier ----

- Talk to the candidate in person or by phone
 - Go beyond the standard letter
 - Make sure the candidate understands the requirement
 - Try to allay fears and concerns

Give a Helping Hand--

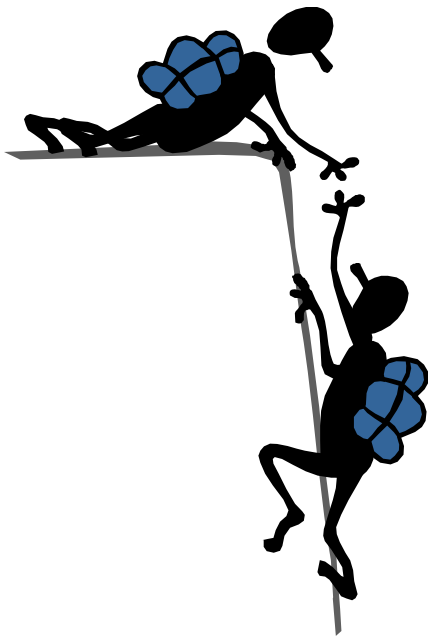


- Provide support to the candidate

» Emotional

» Financial (if needed)

» Other (whatever it may be)



Encourage! Encourage----

- Encourage full participation
- Put a positive spin on the process
 - It will be helpful to the candidate as well as the committee
 - It is not the determining factor of candidacy
 - It is process of self exploration and self discovery
 - It is tool for growth through the candidacy process

Keep it under wraps---

- Assure confidentiality



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