

Leadership Assessment Tools

Introduction

“You are Christ's body—that's who you are! You must never forget this. Only as you accept your part of that body does your ‘part’ mean anything. You're familiar with some of the parts that God has formed in his church, which is his ‘body’:

apostles

prophets

teachers

miracle workers

healers

helpers

organizers

those who pray in tongues.

But it's obvious by now, isn't it, that Christ's church is a complete Body and not a gigantic, unidimensional Part? It's not all Apostle, not all Prophet, not all Miracle Worker, not all Healer, not all Prayer in Tongues, not all Interpreter of Tongues. And yet some of you keep competing for so-called "important" parts. But now I want to lay out to a far better way.” (1 Corinthians 12:27-31, *The Message*)

When it comes to discernment where our place in the body of Christ is, things can sometimes be tricky. For many this process is to determine if one is called to ordained ministry, but the bigger question is what gifts has God blessed me with and where can my gifts best benefit the work of Christ in our world. We are not just a single “unidimensional Part.” God has gifted the church with many diverse people whose gifts—when brought together—can be used for the kingdom.

The desire of the Commission on Ministry in offering these Leadership Assessment Tools is to help individuals and discernment groups determine what those gifts might be. These are tools, not exams or tests used to sort out those called to ordination and those not called. Rather they provide another lens through which discernment can take place.

We hope that you will make use of these resources. Those requiring payment will need to be funded on an individual or parish level.

May your discernment be fruitful!

Spiritual Gift Assessments

These types of tests acknowledge that the body of Christ is made up of different parts and that, as such, the roles within the body will be filled by people with different gifts. People who take a “Spiritual Gift Assessment” will receive results such as hospitality, encouragement, teacher, exhorter, etc.

Websites

- Ministry Tools Resource Center — mintools.com
- Church Growth Institute — churchgrowth.org
- Carmel Luther Church Spiritual Gifts Tool
www.chrisjenweb.com/CLC/SpiritualGifts.php
- WELS Adult Discipleship, Discovering my spiritual gifts:
www.wels.net/cad/sgt/sgdt-1.html

Books

- *Discover Your Spiritual Gifts* by C. Peter Wagner
(<http://www.amazon.com/Discover-Spiritual-Gifts-Peter-Wagner/dp/0830736786/>)
- *Finding Your Spiritual Gifts Questionnaire* (for the above book)
(<http://www.amazon.com/Finding-Spiritual-Gifts-Questionnaire-Revision/dp/0830736948/>)
- *What You Do Best in the Body of Christ* by Bruce Bugbee
(www.amazon.com/What-You-Best-Body-Christ/dp/0310257352/)
- *Discovering Your Spiritual Gifts: A Personal Inventory Method* by Kenneth C. Kinghorn (<http://www.amazon.com/Discovering-Your-Spiritual-Gifts-Inventory/>)

Leadership Assessment

These tools look at leadership qualities often focusing on business related qualities needed in the workplace (the Teal Trust (in websites below) looks at this from a Christian Leadership perspective). These tend to include more Human Resource related questions, finding a good “fit” for an organization, and the style of leadership a person might have.

Websites

- The Teal Trust, Christian Leadership World www.teal.org.uk/
- Predictive Index Online
www.piworldwide.com/PredictiveIndex/Assessment.asp
- Clifton Strengths Finder 2.0 strengthsfinder.com

Books

- *StrengthsFinder 2.0: New and Upgraded Edition of the Online Test from Gallup's Now, Discover Your Strengths* by Tom Rath (<http://www.amazon.com/StrengthsFinder-2-0-Upgraded-Discover-Strengths/>)
- *Articulating Strengths Together (AST): An Interactive Process to Enhance Positivity* by Jerald R. Foster (<http://www.amazon.com/Articulating-Strengths-Together-AST-Interactive/dp/1439247110/>)

Personality Testing

These quite familiar tests help folks begin to assess the way they interact with the world and what their defaults may be. These tests can certainly help to determine what might be appealing in certain contexts of ministry. People around the diocese are trained to facilitate the Myers-Briggs Type Indicator.

Websites

- Myers-Briggs Type Indicator <https://www.cpp.com/products/mbti/index.aspx>
- Enneagram www.enneagraminstitute.com/
- Keirsey Temperament www.keirsey.com/
- The Strong Career Test www.discoveryyourpersonality.com/Strong.html

Books

- *Introduction to Type and Leadership* <http://www.amazon.com/Introduction-Leadership-Develop-effective-leaders/dp/B002V8UH0W/>
- *Gifts Differing: Understanding Personality Type* by Isabel Briggs Myers (<http://www.amazon.com/Gifts-Differing-Understanding-Personality-Type/dp/089106074X/>)
- *Discovering Your Personality Type: The Essential Introduction to the Enneagram* by Riso and Hudson (<http://www.amazon.com/Discovering-Your-Personality-Type-Introduction/dp/061821903X/>)

These resources are just the beginning! Do you have an addition that needs to be made to these lists? Contact Helen Breyfogle in the Office of the Bishop at 303-837-1173 or hbreyfogle@coloradiodiocese.org.