Why Self-Assessment?

1. To learn where and how you can serve most effectively and happily.
2. To help you recognize the types of people with whom you can work most harmoniously and productively.
3. To be able to target specific ministries that will give you maximum impact and satisfaction.
4. To help you present yourself in light of your strengths and motivated abilities in your resume, interviews and less formal candidating situations.
5. To rebuild your appreciation for the gifts and strengths God has given you after a difficult situation.
6. To be able to recognize ministries that would be or not be a good fit for you.
7. To help you serve more effectively in your areas of strength while being conscious of your weaknesses and limitations.

Assessment Methods and Tools

There are a multitude of self-assessment methods and tools in the career counseling world. Before you pay a great deal for their services, try the following.

1. **L.E.A.D.** (Leadership Evaluations and Development) is a personalized leadership development experience. This five-day process equips you as a ministry leader to progress toward fulfilling God’s purpose for your life and ministry. Participants have sessions with five coaches culminating in a Game Plan with steps to realize their life dream. It is sponsored by the Center for Christian Leadership at Dallas Theological Seminary. Contact Pam Cole at 214-841-3515.

2. **What Color is Your Parachute?** by Richard N. Bolles was first published in 1972. Bolles improves this classic with yearly new editions. His Quick Job-Hunting Map is an excellent and inexpensive means of determining your motivated abilities and developing a clear picture of where you might best use these strengths.

3. **Self Directed Search**, by Dr. John L. Holland can be taken on-line at [www.self-directed-search.com](http://www.self-directed-search.com) for $9.95 and takes 20-30 minutes. You will receive a personalized report listing occupations and fields of study you most closely match.

4. **IDAK Talent Discovery Guide**, is an online tool that helps you discover what your natural talents are and how that translates into job skills. The cost is $27 and is available at [www.idakgroup.com](http://www.idakgroup.com).
5. *The Myers-Briggs Type Indicator* is designed to help you understand how you like to look at things and how you like to go about deciding things. Is it not self-scoring and requires consultation with a trained counselor. You may find it at [www.discoveryourpersonality.com](http://www.discoveryourpersonality.com).

6. *Life Development Planner: A Leadership Assessment Tool* will help you to understand God’s purpose and your involvement in His plans. You will construct a life development timeline that will aid your understanding of His design. This book is available from the Center for Church Based Training at [www.ccbt.org](http://www.ccbt.org) for $15.

7. *The Membership in Ministry Profile* by Uniquely You includes among others the DISC test which is a temperament sorter. This is self-scoring and is available for $16 through the DTS Book Center at bookcenter.dts.edu or 214-841-3700.

### Additional Books on Self-Assessment

2. *Please Understand Me*, David Keirsey and Marilyn Bate
3. *The Leadership Equation*, Barr and Barr
4. *Understanding How Others Misunderstand You*, Voges and Braund
5. *The Delicate Art of Dancing with Porcupines*, Bob Philips
6. *Do What You Are*, Paul Tieg and Barbara Barron
7. *StrengthsFinder 2.0*, Tom Rath
8. *Personality Type and Religious Leadership*, Roy Oswald and Otto Kroeger

### Notes Regarding Self-Assessment

1. True self-assessment happens when an individual is open to receive insight, observations, and criticism from those who are close to them. Self-assessment should take place in the context of close friends, a trusted mentor or loving spouse.

2. The results of self-assessment should not contradict Scripture, common sense, or the laws of the land.

3. Self-assessment is designed to compliment, enhance, and encourage current calling, life purpose, and ongoing Christian spirituality and witness.

4. Self-assessment is not magical, but give more insight to the maturing God is accomplishing in a person’s life.

5. Self-assessment is not designed to reveal or treat emotional pathology, marital dysfunction, or extended family and interpersonal dysfunctions. Those areas need to be addressed with the aide of a professional Christian psychologist or licensed private counselor.