

The Church Leader's Guide To Personality & Performance Assessments

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Personality assessments have been around for a long time. They help us better understand how people think, how they act, and what motivates them. In short, assessments can be a great tool for better understanding another person.

In our work at Vanderbloemen Search Group helping churches and ministries find their key staff, we use several different personality tests to better understand a candidate's gifts and how they match those of the church.

Because the use of assessments is becoming more widely used, there has been an increase in the number of tools out there that organizations and individuals can choose from. This pocket guide is meant to be a quick overview of the popular products being used today.

A few words of caution: Because assessments filter information into categories, which help evaluators (potential and current employers) make sense of a person's *personality type*, there can be a tendency to over-rely on this information during the interview process.

Human beings are complex individuals whose personalities cannot be accurately simplified and yet still reflect the complexities of the whole person. Personality assessments, therefore, *should not* be seen as the final evaluative tool deciding whether or not someone gets hired for a job. Personality tests will not identify personality disorders. Additionally, most of these assessments are self-administered. The individual taking the assessment in these cases have the ability to manipulate the results to achieve the perceived "desirable" result.

In short, take the results into consideration, but don't rely on them as unchangeable fact. In fact, it's illegal not to hire someone solely based on a personality assessment. Read more about the legalities [here](#).

The Four Temperaments

Most modern personality assessments are based on a classical (and very old) four-temperament pattern: **Sanguine, Choleric, Melancholic, Phlegmatic**. These have been the basis for most modern personality theory - although changed and refined over time by other psychologists and personality theorists.



DiSC



This test was developed in the 1950s as an assessment to better understand oneself, others, and behavior in interpersonal situations. The four categories of the DiSC

are: **Dominant, Influential, Steady, and Conscientious**. The results of this assessment place people into one of 15 categories, which help them understand how they relate to others. There are many versions of this test. [Find out more here.](#)

Meyers-Briggs (MBTI)

This profile uses C.G. Jung's theory that people's seemingly random variation in behavior is actually quite orderly and consistent, due to the differences in the ways individuals prefer to use their perception and judgment. It specifically looks at the way the person views the world, assesses information, makes decisions, and views structure.



The MBTI's results come in the form of four letters or "preference pairs" which are made up of **Extraversion (E) or Introversion (I), Sensing (S) or Intuition (N), Thinking (T) or Feeling (F), and Judging (J) or Perceiving (P)**. [Find out more here.](#)

Keirsey Temperament



The Keirsey Temperament profiles results are similar to the MBTI, but rather than focusing on perception and judgment, Keirsey's profile identifies behavioral patterns. The "KTS-11" categories individual behavior into four temperaments (see a pattern yet?) and four types of each temperament. The four Keirsey Temperaments are the **Artisan, Guardian, Rational, & Idealist**. [Find out more here.](#)

Leading From Your Strengths – Ministry Insights

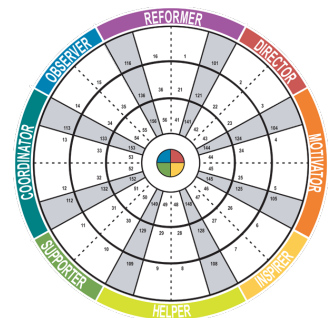
This profile is designed specifically for those in ministry positions, as the language is pastoral and ministry focused. It reveals the individual's habitual patterns of behavior, thought, emotion, and communication. It is designed to help individuals understand their areas of strength and how they can best relate to an organization's needs. [Find out more here.](#)



Insights Discovery Profile



Similar to Leading From Your Strengths, the Insights Discovery Profile is intended to help individuals understand their working style and its impact on others. This profile covers the individual's conscious and less conscious states of interpersonal skills and communication styles. The results of this report are robust and include suggestions for organizations on how to best interact and motivate. Both Leading From Your Strengths and Insights plot the personality results on a wheel like the one pictured here. [Find out more here.](#)



Birkman Method



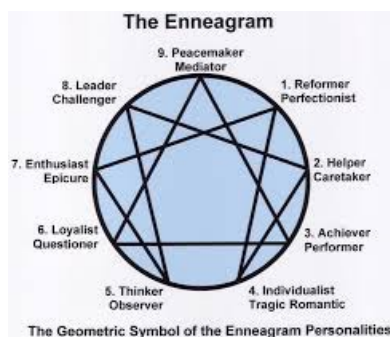
Developed in the 1960s, the Birkman Method assessment uses behavioral, motivational, and occupational information to better understand how individuals fit into organizations. This assessment also identifies patterns of behavior and cross-references it with historical data to predict occupational alignment (and ultimately job satisfaction). [Find out more here.](#)

Values Index Profile – Innermetrix

The Values Index assessment is helpful in understanding the ‘why’ behind a person's work. It is a useful assessment for understanding what an individual's motivating factors are and helping to find what the ideal environment is to match a their passion. The results of this assessment are a measurement of the following values: **Aesthetic, Economic, Individualistic, Political, Altruistic, Regulatory, and Theoretical.** [Find out more here.](#)

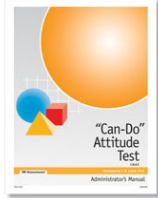


Enneagram



The Enneagram or Riso-Hudson Enneagram Type Indicator (RHETI) is a personality assessment that is more general in nature but seeks to identify the individual's core personality. The assessment is simple and results address how each of the nine “basic personality types” views the world and interact with the others. There is a free sample version of this assessment and a paid version with more in-depth analysis. [Find out more here.](#)

Can Do Attitude Test (by gNeil)



This short assessment is designed to tell if a person has a positive attitude, is flexible, teachable, service oriented, and operates well in a team environment. [Find out more here.](#)

EQ-I 2.0 - (Emotional Intelligence)



EQ-i^{2.0}
assess. predict. perform.

The EQ-I 2.0 Assessment is designed to measure an individual's emotional intelligence. The results of this assessment include an overall EI score, as well as five composite scores based on these categories: **Self Perception, Self-Expression, Stress Management, Decision Making, and Interpersonal.** [Find out more here.](#)



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RightPath

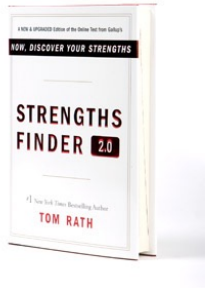
The Right Path behavioral assessments are used to discover behavioral patterns (similar to DiSC and Insights). The results of the Path4 are relatively basic and display results similar to a DiSC profile. The results of the Path6 are more in-depth and measure these factors: **Dominance, Extroversion, Compassion, Conscientiousness, Adventureousness, and Innovation.** Path4 does not include Adventureousness or Innovation. [Find out more here.](#)



Caliper

CALIPER This personality assessment is branded specifically as a pre-employment assessment and is typically used in more corporate settings. It is designed to measure an individual's strengths, motivators, limitations, and potential to succeed in a particular role. [Find out more here.](#)

StrengthsFinder



This personality assessment by Gallup is designed to help people discover their talents. All too often, people's natural talents go untapped. Many people focus on fixing their shortcomings instead of operating out of their strengths. This test will help people identify their natural strengths and how they add value to a team. [Find out more here.](#)

Flippen 360 Profile



The Flippen 360 profile is by The Flippen Group. The Flippen Profile is based on a complex psychometric instrument that is able to pinpoint behavior and performance. Over thirty leadership behavior constructs are isolated and quantified, with a detailed measure of each behavior on a continuum as opposed to a high/low, present/absent, or quadrant model. [Find out more here.](#)

Vanderbloemen Search Group is a retained executive search firm that helps churches and faith-based organizations find great staff. For more insights on helping you build and maximize your staff, visit our blog at www.vanderbloemen.com/blog.