ORGANIC SKILLS TRACKING BY ASSESSME.ORG

GOD PROVIDES SKILLS: We believe God provides us everything we need to do His will. This includes our skills which God developed within us (e.g., Exodus 31:3). In essence, the Bible teaches that Skills are an Old Testament form of spiritual gifts! In addition, skills are a direct result of a person's God-given personality. When we are young, our God-given temperament causes us to prefer certain activities and dislike others. The activities we prefer, with practice, form into skills. As such, our Skill listings can serve as a form of cross-validation with our ePersonality assessment and our GraceGifts assessment selected Gift Expressions. For all these reasons we believe it is important to discover ALL the skills God has developed within your church.

ORGANIC TRACKING: Our Skills Tracking program allows your list of skills to grow organically. This means there are no predefined lists to start with. Nor does the program permit church staff to pre-populate desired skills. Our market test studies have taught us that when a church permits the skills list to grow organically, church leaders will actually receive a greater quantity of skill responses. Likewise, when church staff preload a listing of skills they are looking for, our testing pools told us the list telegraphed that if your skill does not make the list, then your skill has little value in our church...a message no church would want to communicate.

COMMENTS: The Skills Tracking program also enables users to create comments related to their Skills. This data might include degrees, certifications, years of experience, etc. Comments are in short, "micro-resume's". Your leadership may review both the skill titles and the associated comments of each candidate.

Why does AssessME.org use organic skills list development rather than permit church staff to pre-list what they are looking for?

This is a very common question. I recently received another email inquiry about this issue so I thought I would finally publish my response for all to read:

Dear Pastor:

In our study of how to use skills, our initial format was to allow church staff to create a list of the skills they were looking for and to seek responses from congregation members. While this seemed like a simple solution, it actually resulted in far less data from a congregation. People saw the list, realized these were the skills valued by church staff, and would perceive that their skills...not listed... were not of value. Pre-listing skills reduced user participation. This assumes, however, that church staff is encouraging people to take all three assessments plus list their skills and micro-resume.

True skills are an outgrowth of temperament. Your temperament as a child causes you to like some activities and dislike others. The things you like become more and more practiced and form true skills. As a result, skills become another layer of the temperament check and balance system inherent in the AssessME assessment program. So, it's not just about getting some skills wanted by church staff.

Finally, we learned that an organic skills program not only will provide people with the skills sought after by staff, but it will also provides for many other important skills that church staff never considered but can also be helpful to Kingdom ministry. Let me share an example from my extended family. Recently my in-laws were visiting a mega-church in Detroit. After the service, their car would not start. This church of over 5,000 people had no idea who they could call upon within their church to provide mechanical support. The staff said they never even considered tracking such skills as important. When we pre-list skills specifically associated with our programming needs, we skew the data to that end to the neglect of other important skill areas.

I believe God gives every faithful church everything they need to do His will...this includes every skill represented in the church.

In Christ's Service,

David A Posthuma
AssessME.org