Church Personality Diagnostic

1. The appropriate committee or pastor (perhaps along with the Governing Board and staff) should choose 30 men and women in the church who meet the following criteria (if the church is smaller than 80 people then choose 15 to 20 people):
    a. An opinion leader whose perspectives are valued by the people of the church. In some cases this person might not fit the second through fourth criteria below because of being elderly, disabled but still be very influential. These leaders may or may not include staff members.
    b. Active in the ministry of the local church—attendance, giving, etc.
    c. Involved in a small group—Sunday School Class, prayer group, Bible study, support group, etc.
    d. Involved in a ministry role—Sunday School teacher, board member, small group leader, prayer ministry, children's ministry, youth ministry, etc.
        This should <u>not</u> be an effort to gather a representative sample of the church<u>.</u>

2. By e-mail, letter or in person, invite these key leaders to take the Opinion Leader Inventory below. You can use the explanation you will see below in item 3 to explain the purpose of their taking the Inventory. You should plan to follow up the invitation with a phone call to confirm their willingness to participate.

3. Brief Explanation to the Opinion Leaders: "We invite you to participate in a survey that will help us determine our personality or primary ministry style as a church. The results will help us discover practical ways by which we can continue to progress in the fulfillment of our church's calling. These survey results will help us:
• 	 Identify our church's strengths as well as our challenges,
• 	 Minimize our potential problem areas and sources of conflict,
• 	 Develop a God-honoring plan with specific strategies that will increase our church's ministry fruitfulness."
    Each question in the diagnostic contains two opposite ideas that relate to the types of behaviors or traits of church Opinion Leaders. The questions should be answered according to the Opinion Leaders' *preference* of interaction and leadership, rather than how they think they should behave as they relate to others in the church.

    a. You may want to choose a number under each statement if you believe that both descriptions apply to you, or you might want to choose a number under one side only.

    b. The numbers on the scale below each set of questions are your shorthand answers and have the following means:
        1 - Only occasionally true
        2 - Sometimes true
        3 - True about half of the time
        4 - True most of the time
        5 - Always true for me

    c. Always answer with your initial response.

d. Try to respond in terms of how you normally behave, not how you think you should behave. Try to express your own behavior and not mirror what you think others expect of you, or what your family, church or ministry situation demands from you. Think especially of how you relate to the Lord and other Christians as you answer.

Information Gathering	
1. Do I depend on my personal observations in order to gather information about what's occurring around the church? P-5 4 3 2 1	Do I rely more on my intuition and hunches in order to form impressions about what's going on around the church? 1 2 3 4 5-I
2. In church presentations do I prefer simple ways of speaking and writing—the more specific and down-to-earth the better? P-5 4 3 2 1	In church presentations do I like people to use images and concepts to engage my imagination? 1 2 3 4 5-I
3. Am I an observer of tradition in the church, one who does not easily break with custom? P-5 4 3 2 1	Do I break with tradition whenever it seems restrictive for the church and lay aside customs that seem too cumbersome for a new situation? 1 2 3 4 5-I
4. In church meetings, does the here and now hold my attention? P-5 4 3 2 1	In church meetings, am I interested in what could be so that future possibilities occupy my thoughts? 1 2 3 4 5-I
5. In church meetings, do I usually "see the trees before the forest"? (i.e., details before the big picture) P-5 4 3 2 1	In church meetings, do I often "see the forest before I see the trees"? (i.e., big picture before the details) 1 2 3 4 5-I
6. Am I a practical sort of person with a common sense approach to ministry? P-5 4 3 2 1	Am I more original and inventive with a creative approach to ministry? 1 2 3 4 5-I
7. If someone hangs a new picture or puts a new plant on a table in the church building, will I usually notice it? P-5 4 3 2 1	Am I often more unobservant of things in the buildings and objects placed on the grounds of the church? 1 2 3 4 5-I

8. Am I a steady, dependable kind of person who can be counted on to be consistent in my work in the church? P-5 4 3 2 1	Do I tend to work by inspiration regarding my work in the church and find that when my understanding of the purpose for a task fades, so does my interest? 1 2 3 4 5-I

Add the numbers circled in each column: Practical (P) ___   Innovative (I) ___

Decision-making	
1. Do I generally make my decisions about church matters on the basis of an objective analysis of the issues—weighing the pros and cons of the situation? A-5 4 3 2 1	Regardless of a pros and cons analysis, do I base my conclusions on what is important and valuable to me and the people of the church? 1 2 3 4 5-C
2. Can I usually continue on with my work and ministry in the church, regardless of relational harmony? A-5 4 3 2 1	Do I find that harmonious relationships are essential in order for me to function effectively in church situations? 1 2 3 4 5-C
3. In my church activities, does offering analytical perspectives come more naturally for me than speaking a word of approval? A-5 4 3 2 1	In my church activities, am I more apt to offer an approving word than an analytical perspective? 1 2 3 4 5-C
4. When forced to choose in my church interactions, do I place straightforwardness above tactfulness? A-5 4 3 2 1	In my church interactions do I normally place tactfulness ahead of straightforwardness? 1 2 3 4 5-C
5. Do I find that my contribution to the church's ministry often lies in my ability to help people see things impartially? A-5 4 3 2 1	Do I find my contribution to the church usually flows from my ability to empathize and to help others stay mindful of what's best for people? 1 2 3 4 5-C
6. In conversations at church, am I more concise and to the point than expressive and expansive? A-5 4 3 2 1	In conversations at church, am I more expressive and expansive than concise and to the point? 1 2 3 4 5-C
7. Regarding church matters, do I believe I am more likely to make the right decision if I go with my rational <u>head</u> rather than my empathetic <u>heart</u>? A-5 4 3 2 1	Regarding church matters, do I believe I am more likely to make the right decision if I go with my empathetic <u>heart</u> rather than my rational <u>head</u>? 1 2 3 4 5-C

8. Am I more task-oriented in my involvement at church, with a greater interest in the job being accomplished? A-5 4 3 2 1	Am I more personal in my involvement at church, with greater interest in <u>people</u> being served? 1 2 3 4 5-C

Add the numbers circled in each column: Analytical (A) ___   Connectional (C) ___

Lifestyle	
1. At church do I prefer to plan my work and then work my plan? S-5 4 3 2 1	At church do I tend to be more relaxed in developing and accomplishing plans? 1 2 3 4 5-F
2. Does my service offered to the church usually come from being systematic, orderly, proactive and decisive? S-5 4 3 2 1	Do I more often exhibit spontaneity, open mindedness, tolerance and adaptability in my service to the church? 1 2 3 4 5-F
3. Do I like to bring my church programs and projects to completion and finish one task before starting another? S-5 4 3 2 1	Do I like the feeling of getting new things started at church and having many projects going at the same time? 1 2 3 4 5-F
4. In my work at church do I like to get the information I need quickly for decision-making and bring things to a conclusion in a rapid manner? S-5 4 3 2 1	In my work at church is it a higher priority for me to wait to be sure I've gathered sufficient information to make the best decision possible? 1 2 3 4 5-F
5. Do I like to set standard operating procedures and routines for accomplishing my tasks at church? S-5 4 3 2 1	Do I prefer to try out new and fresh ways of doing recurring tasks at church so things don't get into a rut? 1 2 3 4 5-F
6. Would the phrase "a place for everything and everything in its place" be descriptive of my approach to church ministry? S-5 4 3 2 1	Do I prefer to leave my schedule open so I can respond to new opportunities and changing events at church? 1 2 3 4 5-F
7. Is it unsettling for me to keep church matters up in the air and undecided? S-5 4 3 2 1	Do I prefer to keep options open at church so we don't rush into a decision and miss what's best? 1 2 3 4 5-F

8. In my church work do I consider it preferable to be too task-oriented than be too casual?	In my church work do I consider it preferable to be too casual than to be too task-oriented?
S-5 4 3 2 1	1 2 3 4 5-F

Add the numbers circled in each column: Structured (S) ___   Flexible (F) ___

Scoring the exercise

a. Place your totals in the appropriate spaces below.

| Information Gathering	Practical (P) ___	Innovative (I) ___
Decision-making	Analytical (A) ___	Connectional (C) ___
Lifestyle	Structured (S) ___	Flexible (F) ___

b. Go back to # a above and circle the letter in each set that has the higher score. The three letters you circle suggest your ministry style.

4. Give the participants only a few days to take the Inventory and send you the three letter result. For instance, my ministry style is ICS (**I**nnovative, **C**onnectional, **S**tructured) and it is those three letters I would send back to you if I were an Opinion Leader in your church. Please remember that unless your church is small, it is essential that 30 inventories be taken to make the study valid. If your church is under 80 people then 15-20 Opinion Leaders is sufficient.

5. When the Opinion Leaders return their three letter descriptions, the results should then be plotted on the wheel below to determine where the 30 Opinion Leaders cluster among the eight church personalities.
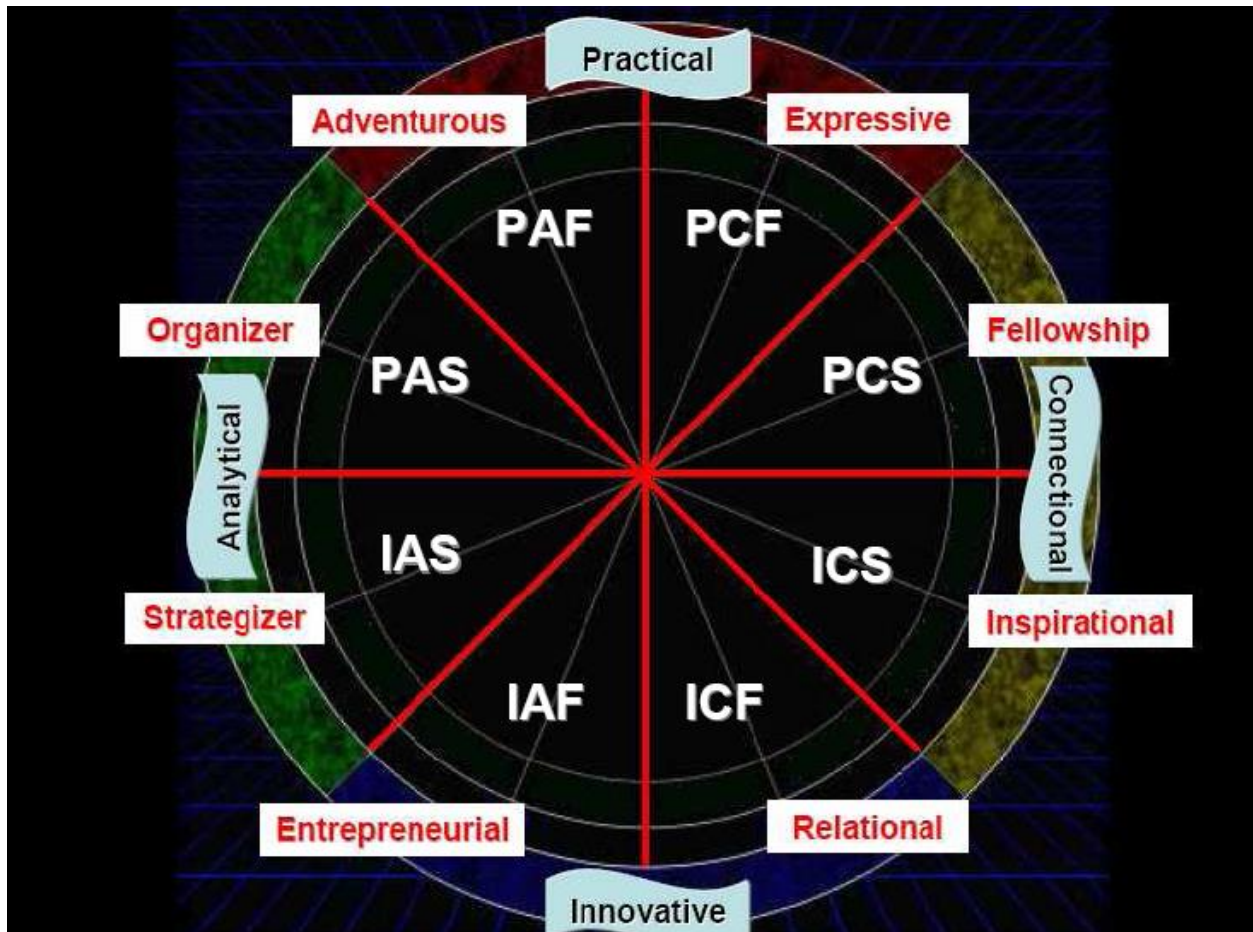
6. After determining where the 30 Opinion Leaders cluster, go to the corresponding chapter among the eight in my book. Approximately 80% or more of the descriptions in that chapter should fit your church "pretty well" to "really well". If not, then go to the chapter that corresponds to where the second group of Opinion Leaders clusters. The following graphic is a case in which the primary group of Opinion Leaders (33%) clustered as an Organizer Church. However, the second largest group of Opinion Leaders clusters as the Fellowship Church ministry style with 27% of the participants. Therefore, you would first read through the Organizer Church chapter and then secondly read through the Fellowship Church chapter to determine which ministry style fits better.
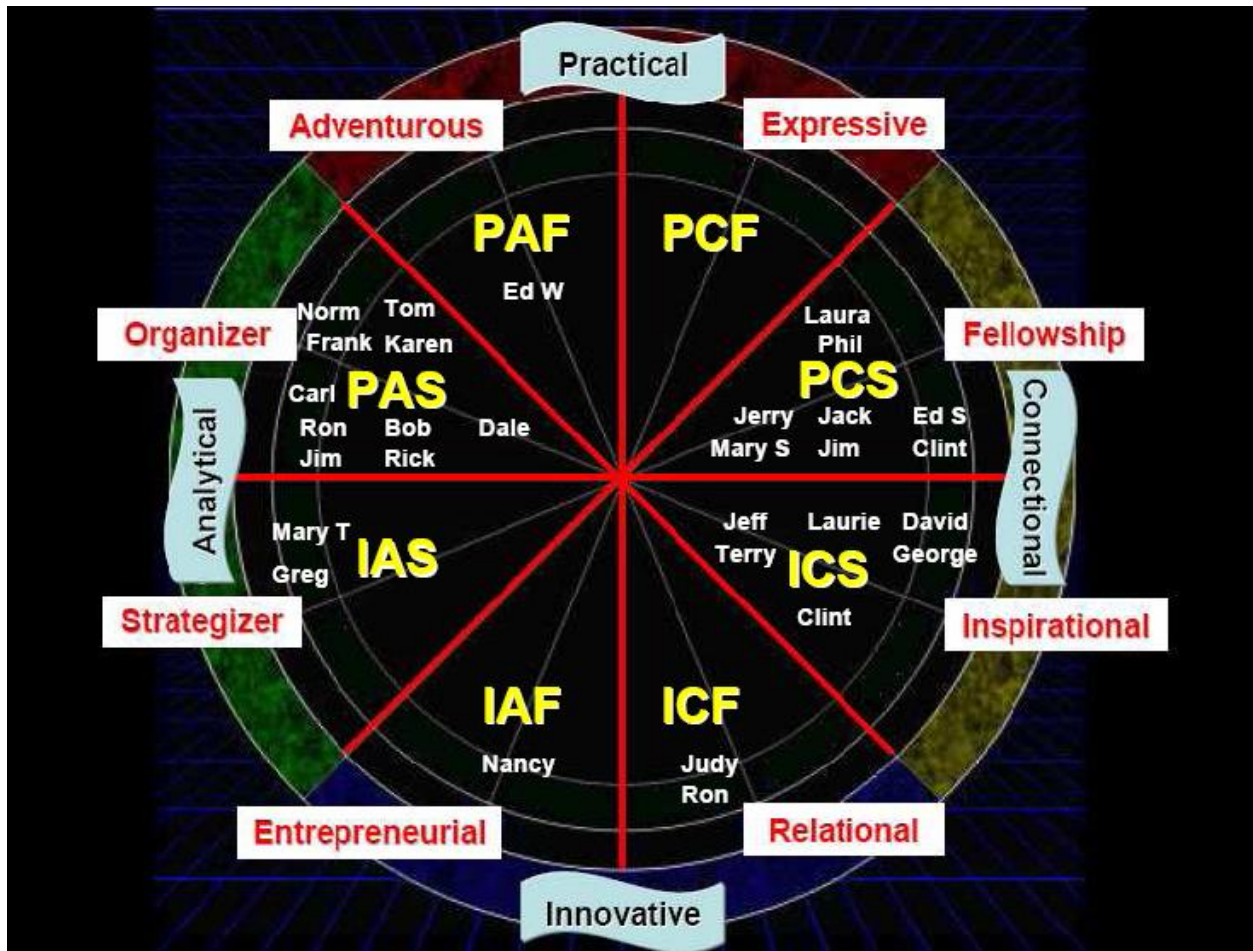
Why do we use 30 Inventories to Assess a Church's Personality?
The science of statistics uses a sample of 30 people in surveys of various types because of simulation studies based on the Central Limit Theorem. This Theorem and the Law of Large Numbers are the two fundamental theories of probability. Roughly, the Central Limit Theorem states that the distribution of the sum of a large number of independent, identically distributed variables will be approximately normal, regardless of the underlying distribution. This is the reason that valid statistical procedures produce accurate results.