RockRMS Conference — August 20-21

Elevating Kingdom Impact through Assessment Modeling

We aim to help you understand a person's unique contribution to the Body of Christ in order to better equip them for ministry. Based on years of practical experience working with leaders and built on a solid foundation of statistical analysis, we'll demonstrate how a novice can effectively implement tools that are being integrated into RockRMS now. Assessment modeling helps explain how individuals are fearfully and wonderfully made (Psalm 139), shows how assessments address various facets of their design, and leaves you with the confidence that you can effectively use the output for each unique Christ-follower in your church.

Session 1: Breakout 1 — August 20th @ 1:30pm

Introduction — Let's address two questions.
1. Why should I care about assessments?
2. What benefit are they to me?

The Church:
- was born in Acts 2 as a Body — a living organism with many members.
- is an organic movement of thousands of people using their gifts.
- *doesn't work otherwise.*
- Church structure comes in Acts 6, almost 8 years later!

So how do you help individuals fulfill God's call on their lives?

It's not just about filling positions in the church — greeters, small group leaders, children's workers, worship team, parking lot attendants.

How do you help the business executive to discover, develop, and deploy HER call in the marketplace where God has strategically placed her?

How do you know your own A-game, let alone those on the staff or in the Body?
- Your A-game is that sweet spot that only you are designed to fill.
- Assessments point you to your A-game and that of others by allowing the convergence of one's upbringing, experiences, talents, gifts, passions, and season in life.

THIS is why you should care about assessments.
THIS is the benefit that assessments will produce for you.

This is what excites me about the move of RockRMS to include the TrueWiring© Suite of instruments in their upcoming version!

https://healthygrowingleaders.com
https://truewiring.com/RockRMS

1. **We are Multifaceted Individuals!**
   - We are all humans created in God's image.
     - NOT a single domain — There's no "one size fits all."
       - 10 Commandments stated negatively — WHY?
       - Set boundaries.
     - Never use a single domain assessment to limit a person.
   - Psalm 139
     - We are fearfully and wonderfully made.
     - All of the days of our lives are ordained before one of them took place.
       - Signature
       - Hands
       - Arms
   - Spiritual Gifts
     - Gifts are an example of God's creative handiwork.
       - Mercy & Knowledge
         - One is affective & the other cognitive
       - Prophetic & Discernment
         - One is telling & the other observing
   - Every person in the Body of Christ is **called** to ministry.
       - Does *everyone* in your church believe that?
     - A person's **calling** is confirmed through the Body.
       - Gifts are Body-Centric.
     - A person's **wiring** informs their **calling.**
     - Assessments inform **wiring.**
       - Assessments are one of the steps in this process of individuals understanding their **wiring** and, therefore, their **calling**.
   - Why use Assessments?
     - They are intended to save time & resources.
       - You could just let them try teaching, leading, shepherding.
       - But missing the mark could be costly and discouraging.
     - Give easy places to start trying ministry.
     - No such thing as a perfect assessment!
     - Assessments give confidence to ministers.
     - Assessment tools explain some facets of wiring and inform calling.
     - They are approximations in one venue to predict outcomes in another.
       - Wiring is a combination of many factors.
   - Assessments within RockRMS
     - **TrueWiring©**
       - Behavioral Needs (DISC)—**ALREADY INCLUDED**
       - Spiritual Gifts
       - Conflict Profile
       - Emotional Intelligence Inventory
       - Motivators Inventory

https://healthygrowingleaders.com
https://truewiring.com/RockRMS

- The value of knowing the uniquenesses of each individual:
  - Gives you the understanding of individual's unique wiring, A-game, or preferred environments of ministry and relationships for building up the Body of Christ.
  - Gives you the tools to understand & the language to **communicate** with each person within their uniqueness.

Notes:

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

_____

2. <u>__Using assessment tools effectively within RockRMS__</u>
   - We will provide YOU the confidence in using a variety of tools to leverage Kingdom Impact.
     - Which tools should I use?
     - How do I use them?
   - Assessments elevate the impact of the Body through better understanding and communication. TrueWiring© is useful for:
     - Recruiting individuals for ministry needs in light of their wiring instead of their availability
     - Understanding individuals' strengths/needs in order to help them make their unique contribution to the Kingdom.
     - __Communicating__ uniquely so individuals actually hear what you intend them to hear (Understanding ME in order to become WE)
     - Creating healthier teams
     - Creating healthier groups
     - Creating healthier relationships
     - Helping individuals find their fit in the local church and in the Kingdom
       - THEN they actually __enjoy & thrive__ in the areas of serving.

3. <u>__Elevating Kingdom Impact through assessments in the Body—TrueWiring©__</u>
   - __Behavioral Needs (DISC)__ — how you work on a team to accomplish a task
     - D—How you approach problems and/or tasks
     - I—How you approach new people or contacts
     - S—How you approach pace
     - C—How you approach procedures, rules, and/or details
   - __Spiritual Gifts__ — special abilities given to followers of Christ for the building up of the Body
     - 17 gifts:

Administration	Helps & Service	Prophecy
Apostleship	Giving	Shepherd
Discernment	Hospitality	Shepherd-Teacher
Encouragement	Knowledge	Teaching
Evangelism	Leadership	Wisdom
Faith	Mercy	

     - Categorized by norming:
       - Dominant—85%+
       - Supportive—50-84%
       - Others—Below 50%

https://healthygrowingleaders.com
https://truewiring.com/RockRMS

- o Propensity scales
  - Negative
  - Positive
  - Neutral
  - Infrequency
- **Conflict Profile** — identifies the patterns of dealing with conflict in an individual's life
  - o Profile given in terms of percentage of time:
    - <u>Resolving</u>—Jesus and Nicodemus
    - <u>Winning</u>—Jesus & money changers and/or certain Pharisees
    - <u>Compromising</u>—Jesus and the centurion
    - <u>Yielding</u>—Jesus and his mother
    - <u>Avoiding</u>—Jesus and the crowd as they tried to make him the Messiah
  - o 360° Report Optional
- **Emotional Intelligence Inventory** — assesses a person's skill in navigating their own emotions as well as the emotions of others
  - o <u>Self-Aware</u> — How aware are you of what emotions you are experiencing in the moment and WHY?
  - o <u>Self-Express</u> — How do you appropriately express your emotions in the context of your relationships?
  - o <u>Others Aware</u> — How aware are you of the emotions others are currently experiencing and WHY?
  - o <u>Other Regulate</u> — How do you help others express their emotions in the context of your relationship?
  - o <u>Emotions in Problems</u> — How do you use emotions in a healthy way to resolve problems?
  - o Propensity Scales
  - o 360° Report Optional
- **Adventures in Motivations** — identifies specific areas of talents and passions which drive most of what they do in life (yes, even beyond church).
  - o **We want your input as we construct this instrument. Are there scales you would like to see in addition to or instead of some of these scales?**
    - Simply send feedback to: <u>Info@TrueWiring.com</u>.

  - o **Primary Scales:**

Believing	Flexing	Relating
Caring	Financing	Serving
Communicating	Leading	Transforming
Empowering	Learning	Uniting
Engaging	Organizing	Venturing
Gathering	Pacing	Visioning
Innovating	Perceiving	

https://healthygrowingleaders.com
https://truewiring.com/RockRMS

- o Optional Scales:
  - ▪ Locus of Control
  - ▪ Meta-cognitive
  - ▪ Resiliency
- o Propensity scales

4. <u>**Resources**</u>
- Currently, we have handouts for the first three assessments developed.
  - o Behavioral Needs (DISC)
  - o Spiritual Gifts
  - o Conflict Profile
- Future Resources:
  - o We plan to have a free downloadable eBook for each assessment so you don't have to be an expert on any of these assessments.
  - o We are also going to write complete books which will go into much more detail with examples and stories for each assessment.
- Our goal is to put resources in your hands so you can focus on the work you're doing rather than having to create additional documents. In other words, you do not to have to be an expert to use them as an expert.

5. <u>**Closing**</u>
- Just imagine a church where 75% of the individuals knew their A-game and were engaged in it in some way. It might begin to look a lot like Acts 2!
- Thankfully, RockRMS is developing a path where this can be possible.

Notes:

_____

_____

_____

_____

_____

_____

https://healthygrowingleaders.com
https://truewiring.com/RockRMS