

# Why Assessments Work (or Not):

USING A HAMMER TO CHANGE SPARKPLUGS

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# TrueWiring.com/Expo



## 01

Download handouts

## 02

This presentation

## 03

FREE Assessment  
Instruments:

- DISC
- Spiritual Gifts
- Conflict Profile
- Emotional Intelligence

# Assessing People



1. You are an Assessor
2. What are Assessments?
3. Using Assessments: Strengths & Limitations
4. Everyone has an A-Game
5. Understanding the Basics
6. Targeting Assessments with Multiple Instruments
7. The Danger of Relying on One instrument
8. Where to Begin?



# 1. You are an Assessor



"Assessments & Instruments have the capacity to set up free to be who God created us to be when we use them correctly"



Sign your name



Dangers of Assessments

## 2. What are Assessments?



"The best  
predictor of  
future  
performance is  
past behavior"  
Peter Drucker



"Approximations  
of performance  
in one venue  
from another  
venue"

### 3. Using Assessments: Strengths & Limitations

Strengths of assessments?

Limitations of assessments?

All assessments have an element of subjectivity regardless of the measurements made or the instruments given



## 4. Everyone has an A-Game

- ▶ “For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do” (Ephesians 2.10 NIV)
- ▶ “I praise you (God) because I am fearfully and wonderfully made; your works are wonderful, I know that full well.” (Psalms 139.14 NIV)
- ▶ Wiring is not Calling, but it informs Calling.
- ▶ Paul & Barnabas
- ▶ King David
- ▶ Biblical Examples

# 5. Understanding the Basics

01

"Anyone who uses assessment instruments should understand and address the difference between issues to be managed (hardware) and problems to be resolved (software)."

02

Issues to  
be  
managed

03

Problems  
to be  
Resolved

04

Validity &  
Reliability

# Reliability vs Validity



Reliable but  
NOT Valid



Valid but  
NOT Reliable



Reliable  
AND Valid

## 6. Targeting Assessments with Multiple Instruments



## 7. The Danger of Relying on One instrument



No perfect Candidates



Assessments identify issues,  
not resolve them



# 8. Where to Begin?

THE ART AND SCIENCE OF ASSESSMENTS



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