Why Assessments Work (or Not):

USING A HAMMER TO CHANGE SPARKPLUGS
GREG WIENS, PH.D. – HEALTHY GROWING LEADERS





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?





"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





"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 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



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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

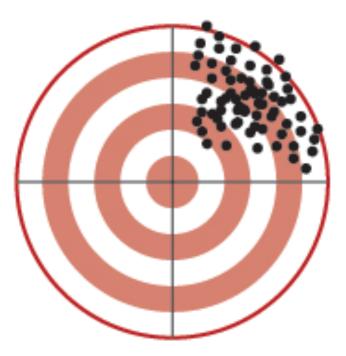
03

Problems to be Resolved 04

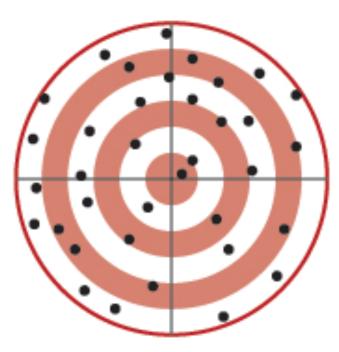
Validity & Reliability



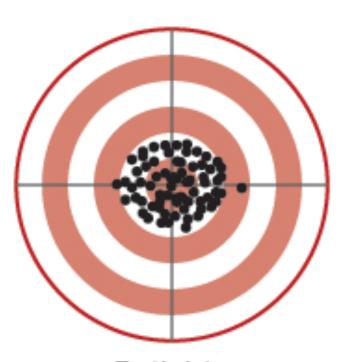
Reliability vs Validity



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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