

## **Second Wind uses the following assessment instruments:**

### **ENRICH (PREPARE for engaged couples)**

ENRICH is a marital assessment program based on a set of five inventories that examine key factors related to relationship health. A total of 20 different factors are assessed within the inventories, including conflict resolution, personality issues, financial management, assertiveness, family-of-origin issues, personality factors, forgiveness, and spiritual issues. The six goals of the ENRICH assessment are:

1. Explore Relationship Strengths and Growth Areas
2. Learn Assertiveness and Active Listening Skills
3. Gain knowledge in resolving conflict using the Ten Step Model
4. Help the couple discuss their Family-of-Origin
5. Assist the couple with financial planning and budgeting
6. Focus on personal, couple and family goals

A solid, grace-filled marriage relationship is vital for success as church planters. The ENRICH is a valuable tool toward that goal.

### **Taylor-Johnson Temperament Analysis (T-JTA)**

The T-JTA is a validated personality assessment that measures 18 dimensions of personality that are important components of personal adjustment and interpersonal relationships. It is administered for a variety of purposes with results presented in several formats. At Second Wind, we use the T-JTA to measure important personality traits that affect interpersonal relationships, job function, and personal adjustment, all factors that are critical for church planter success. The results are plotted in a Criss-Cross format using scores tallied from both spouses' assessments, which is helpful in facilitating discussion of couple strengths and growth areas.

Traits are measured on scales of opposites and measures include:

- Nervous ↔ Composed
- Active-Social ↔ Quiet
- Expressive-Responsive ↔ Inhibited
- Sympathetic ↔ Indifferent
- Subjective ↔ Objective
- Self-Disciplined ↔ Impulsive

The T-JTA provides great inter and intrapersonal insights that are vital for successful church planters.

### **Emotional Intelligence Appraisal**

Emotional Intelligence (EI) is a vital competency for entrepreneurial leaders. This assessment will identify the strengths and gaps of potential church planters in the critical interpersonal relationship skills of:

- Self-awareness
- Self-management
- Social-awareness
- Relationship management

Participants in Second Wind will participate in an emotional intelligence workshop while attending the assessment center as well as receive a copy of the book *Emotional Intelligence 2.0*, which will facilitate in developing personal strategies for improving EI skills.

### **Myers-Briggs Type Indicator® (MBTI)**

The MBTI is one of the world's best-known personality inventories. This psychometric instrument is designed to measure the personal preferences in how people experience the world and make decisions. Second Wind participants will receive individual reports detailing their specific type results.

### **StrengthsFinder 2.0**

StrengthsFinder 2.0 is the newest version of the Gallup Research Organization's revolutionary program that has been designed to help people "identify their talents, build them into strengths, and enjoy consistent performance" in their life. StrengthsFinder is the product of a 25-year, multimillion-dollar effort to identify the most predominant human talents that have been determined to be the "building blocks of a strong and productive life." We have chosen StrengthsFinder for our assessment process at Second Wind because Gallup research has proven that the best way to develop people "is to identify the ways in which they most naturally think, feel, and behave as unique individuals, then build upon those talents to create strength." Our intention is for you to leave Green Lake with a clear picture of what you do best – and how that will benefit God's call on your life.

Scores for StrengthsFinder are calculated on the mean of the intensity of certain self-descriptive responses; standards and percentiles are then derived from Gallup's database of more than two million respondents. Your top five results (out of 34 possible strengths) are then ranked and presented as your "Signature Themes." Examples of the 34 strengths include:

- Achiever
- Belief
- Communication
- Developer
- Empathy
- Learner
- Maximizer
- Relator
- Restorative
- Strategic

StrengthsFinder is an industry leader in discerning "what you do best" and has become a proven partner in assessing Second Wind participants.

### **Personal Insights Profile™ (DISC)**

The Personal Insights Profile™ (PIP) is a self-directed learning instrument based on the four-quadrant DISC behavioral model; there are no wrong answers, simply behavioral preferences based on situations. PIP measures both “natural behavioral styles” (what is the preferred way of behaving) and the “adapted behavioral style” (behaviors that have been adapted to what is perceived as necessary for the situation).

The report highlights descriptive words that indicate how the respondent solves problems, meets challenges, influences people, responds to the pace of the environment, and responds to the rules and procedures set by others. The four primary categories of DISC are:

D = Dominance: *how you respond to problems or challenges.*

I = Influencing: *how you influence others to your point of view.*

S = Steadiness: *how you respond to the pace of the environment.*

C = Compliance: *How you respond to rules and procedures set by others.*

In addition to a respondent’s preferred categories that are explained through lists of personal descriptors, the PIP provides lists and graphs depicting:

- General statements about behaviors and functioning
- Checklist for communicating with you
- Don’ts on communicating
- Action Plan
- Style Insights Graph
- Success Insights Wheel
- Customized Video Feedback

The PIP maximizes the reliability of the familiar DISC program while also providing unique, personalized video feedback online at the test site.

### **Spiritual Gifts Assessment**

Discerning one’s spiritual gifts is an essential element in the development and maturity of any Believer; for a pastor and a church planter, it is imperative. However, since various faith traditions within Christianity differ in both their definition and discernment process of spiritual gifts, we feel that it is more advantageous to forgo an official assessment instrument in this critical area and, instead, seek input from potential participants, their sponsor team, and their references to both identify and validate the spiritual gifts that are present in the candidate.