

FINISHERS MAP REPORT

Ministry Advancement Profile

Proposing Future Ministry Advancement Options

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This MAP Report represents the results of an in-depth aptitude assessment for the purpose of identifying compatible ministry service opportunities. This report does not attempt to provide information about Christian character, doctrine or personality traits. These important attributes require additional evaluation on the part of a ministry organization.

This MAP Report is an exclusive service for Finishers Project partner agencies. After reviewing the report contents, follow-up communication is encouraged between the ministry organization and the candidate.

The information in this report is not confidential as it has been typed by the candidate through the use of the Finishers Project website. Nevertheless discretion is requested in the duplication or transmission of this report in accordance with standard practice for any personnel documents.

The ministry service organization recommendations have been matched to Finishers Project partner agencies for follow-up and further research by the candidate.

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I. Ministry organizations which match aptitudes

The following ministry organization categories have been selected by the candidate from IDAK “best match” recommendations.

1. A mission research organization
2. A mission organization with a research department
3. A Christian university or seminary
4. A Bible translating mission organization

II. Proposed job positions: a research project related to missions which could be completed in 2-6 months.

The proposed job position has been selected by the candidate from IDAK “best match” recommendations.

*The finishers MAP Report was developed as a cooperative effort between the Finishers Project and the IDAK Group. MAP Report classifications, each transferable skill/strength and innate skills along with definitions are copyrighted by the IDAK Group, Inc.

Ministry Organizations with Proposed Job Positions

The following organization categories and corresponding positions (job titles) have been selected by the candidate from IDAK “best match” recommendations.

1. A mission research organization
Proposed Position: Missions research project for 2-6 months
2. A mission organization with a research department
Proposed Position: Missions research project for 2-6 months
3. A Christian university or seminary
Proposed Position: Missions research project for 2-6 months
4. A Bible translating mission organization
Proposed position: Research project, linguistics project for 2-6 months

III. Transferable skills for Ministry Service

In order to predict future compatibility with a ministry service position, it is important to separate those skills, which are limited to one’s occupation, and those skills, which are transferable into ministry service. Accurate evaluation of transferable skills is one of the highest predictors of a long-term best match.

The transferable skills listed below are defined as Natural Talents and classified into three categories: Communicational strengths, Relational strengths and Functional (task-oriented) strengths.

A. INNATE COMMUNICATIONAL STRENGTHS

The following transferable Communicational strength(s) was selected by the candidate, from the IDAK assessment, to be the most prominent. Each strength identifies most effective way of expressing one's thoughts, opinions and feelings in order to be clearly understood by others.

CONVERSING. This talent demonstrates the above average capacity to converse one-on-one so as to be easily understood. Usually both communicational and listening aptitudes are equally strong to sustain an easy flow of one-to-one discussion.

This means a best fit in future ministry service can be achieved when significant portions of the job duties emphasize one-on-one conversation with superiors and subordinates. Communication with individuals outside of the organization will probably be most productive if using a conversational mode.

In addition to the above named transferable strengths, the candidate also appears to have an above average capacity for acting and singing. He has chosen not to use these talents in his career, yet he has used them in his church and in social activities. These aptitudes can facilitate cross-cultural adjustment.

The talents listed above represent innate strengths which are transferable to most any work environment. Skills omitted from this report do not imply in any way less than adequate job performance.

B. INNATE RELATIONAL STRENGTH

Relational strengths define the people environment where one is most effective in interacting with others while carrying out day-to-day duties. This talent category predicts the success with which one can process new acquaintances or concentrate undivided attention for long periods of time on a project. Each person has one best Relational strength. The most prominent Relational strength selected by the candidate from the IDAK assessment is:

SINGULAR RELATIONAL. This talent demonstrates the above average capacity to work on a project by oneself or with two or three others over an extended period of time. Because of the limited interaction with the general public, relationships tend to be selective, very deep and long lasting.

This means a best fit in future ministry service can be achieved when a significant portion of the job duties emphasizes focused activity with limited interruptions from the telephone or individuals. New acquaintances, such as new employees or changes in management, will take considerable time before a peak relationship can be established. Outside of the organization, preference will be given to persons with whom a longer-term relationship has been established. New outside acquaintances will require long term, frequent contact before a peak relationship can be expected. Stability in the work environment with limited people interruptions will provide the ideal environment for peak job performance.

The talents listed above represent innate strengths, which are transferable to most any work environment. Skills omitted from this report do not imply in any way less than adequate performance.

C. INNATE FUNCTIONAL STRENGTHS

The Functional talents identify task oriented behavioral aptitudes that can be correlated with specific duties and responsibilities. Below are listed those functional strengths selected by the candidate from the IDAK assessment:

1. **RESEARCHING/INVESTIGATING.** This talent demonstrates the above average capacity to gather, probe and search for data on a given topic or subject matter. This talent can be demonstrated while compiling resources for literary review, research papers or computer analysis. This can include field research while interviewing or telephoning people.

This means a best fit in future ministry service can be achieved when a significant portion of the job duties emphasizes research/investigating. Superior performance in the demonstration of this strength does not necessarily include the analysis of data or information, but more the thorough investigation and documentation of a subject matter.

2. **ANALYZING.** This talent demonstrates the above average capacity to examine, dissect or contemplate a given concept, subject matter or object in order to understand why it works, how it works, and how it interrelates with its component parts.

This means a best fit in future ministry service can be achieved when a significant portion of the job duties emphasizes analyzing. The expression of this strength normally favors new learning opportunities. It favors acquiring information as opposed to applying that information to resolve a specific problem or concern.

3. **CALCULATING NUMBERS.** This talent demonstrates the above average capacity to perform numerical calculations (adding, subtracting, multiplying and dividing) accurately as in arithmetic functions, statistical computations and percentages. This talent can be demonstrated in accounting, bookkeeping or fiscal analysis.

This means a best fit in future ministry service can be achieved when a significant portion of the job duties emphasizes numerical calculating. An individual with this aptitude strength will often perform best with clearly defined job performance expectations rather than vague or loose standards or policies.

4. **BEING OF SERVICE.** This talent demonstrates the above average capacity for being adaptive towards others to assist them in meeting their goals and objectives. This availability is demonstrated either one on one or in group situations.

This means a best fit in future ministry service can be achieved when a significant portion of the job duties emphasizes being of service to others. This aptitude strength is being available to meet the needs of others rather than being focused towards personal achievement.

5. **OBSERVING DETAILS - ENVIRONMENT.** This talent demonstrates the above average capacity for noticing visual detail often overlooked by others in the out-of-doors and indoors. This can be demonstrated with both animate and inanimate objects.

This means a best fit in future ministry service can be achieved when a significant portion of the job duties emphasizes observing details in one's surrounding environment (internal and/or external).

The talents listed above represent innate strengths which are transferable to most any work environment. Skills omitted from this report do not imply in any way less than adequate performance.

FOLLOW-UP:

In order to further explore the feasibility of the suggested ministry options in this report, it is recommended that one contact the finisher candidate directly.

MORE INFORMATION:

Additional biographical information regarding this candidate may already be completed and available through the Finishers Project website, DISCOVERY STEP TWO. Inquire by contacting the candidate directly.