

## EM360 for Candidates

The goal is to help candidates learn about their strengths and growing edges so that the candidacy process can be a time of preparation and growth towards effectiveness in ministry.

- 1) EM360 **takes the place of** references for the psychological assessment and...  
... **adds** a new tool for dCOMs, mentors, and candidates.
  
- 2) Candidate enters people to complete an evaluation (not as much choice as before):  
  
Candidate's self-assessment  
Multiple people from S/PPRC  
Pastor  
Multiple References
  
- 3) Candidate receives **EM360 Feedback Report** and uploads it to UMCARES  
Mentor is supposed to be able to access it in UMCARES  
BOM Registrar will place it on Sharepoint for dCOMs

Section 1: **Leadership** Approach

Section 2: **Effectiveness** Ratings

Section 3: **PAKS (Personal Characteristics, Abilities, Knowledge, and Skills)**

- Graph of **Top 13 PAKS**
- Graph of ratings on **Personal Characteristics**
- Graph of ratings on **Abilities**
- Graph of ratings on **Knowledge areas**
- Graph of ratings on **Skills**

Section 4: Additional Feedback

- 4) INSTRUCTIONS for dCOMS is COMING SOON from GBHEM

# Attributes of Effective Ministry

Abilities, Personal Characteristics, Knowledge and Skills that contribute to effective clergy performance.

Abilities	Personal Characteristics	Knowledge	Skills
Adaptability Concentration Creativity Innovation Intelligence Memory Oral and Written Comprehension Trust in God Vision-Casting	Authenticity Balance Conscientiousness Cooperation Empathy Integrity Intercultural Disposition Learning Orientation Passion and Drive Patience Resilience Risk-Taking Self-Direction Self-Regulation Social Orientation Tolerance for Ambiguity Willingness to Seek Help	Business and Financial Principles Individual and Group Dynamics Ministry Context Teaching and Training Theology and Scripture UM History, Doctrine, and Polity	Agile Learning Communication Conflict Management and Negotiation Decision-Making Exegetical Intercultural Competence Multitasking Presentation Skills Problem Solving Setting and Meeting Goals Social Skills Spiritual Disciplines Teamwork

## CALLING TO MINISTRY

Learn more at [www.gbhem.org/em360](http://www.gbhem.org/em360)

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