

EM360 is designed to foster conversation between a candidate, mentors, district Committees on Ordained Ministry, and Boards of Ordained Ministry. The dimensions of effective ministry in the EM360 are essential components of effective leadership in a church. No clergy person is excellent at everything and not every task will need to be performed in every ministry setting. The goals are to help the candidate identify areas of strength and areas of needed growth so the candidacy process may be a time of preparation and growth toward effectiveness in ministry.

We invite you to reflect on your EM360 assessment results and glean insights from the multiple perspectives included in the feedback report.

The dCOM and mentor will be able to view the feedback report. As your candidate engages with the discernment process it might be helpful for them to talk with their mentor about the report. Questions for reflection are provided at the end of this report.

Reflect Individually on the EM360 Results Before You Meet with Your Mentor and dCOM

To start, simply sit with the results and notice what draws your attention. Also notice what emotions arise. It will be normal to have an emotional response to the results. Receiving feedback in a 360 instrument, whether the ratings are better or worse than expected, may spark anxiety. This is a normal reaction that will subside over time. As much as you can, simply be curious about what's in the report.

Remember, this instrument, like all instruments, has limitations. Some of the information will feel on-target and very pertinent. Some will not. It is a snapshot of your attributes at this early point in the candidacy process. We encourage an attitude of openness and curiosity about the information provided in the results.

Intentionally reflect as you ponder the charts and comments. What significant strengths are emerging? What comes through as ripe for development – whether through relatively lower ratings, or near-top ratings? Given the needs of the type of ministry setting where your candidate hopes to serve, what strengths might be important to leverage? What weaker areas might be important to grow?

The EM360 Feedback Report provides a series of graphs and comments.

- The Top 13 Dimensions graph shows the highest abilities, personal characteristics, knowledge, and skills for licensed or ordained ministry. Each element links statistically to effective ministry. The A/P/K/S graphs that follow detail additional elements beyond the Top 13.
- On each graph, the lines represent the collective (average) ratings of the S/PPRC raters (if applicable) and reference contributors invited to participate. The other two lines represent the individual ratings by the pastor and your candidate's self-ratings. Evaluators' comments follow the graphs in each section.

We pray that the EM360 will be a helpful tool to aid dialogue as your candidate explores their call.

Reflect on the EM360 Results

Insight Questions

1. What do you notice?
2. What surprises you?
3. What does not surprise you?
4. What are you curious about?

Focusing Questions

Look at the Top 13 Dimensions (abilities, personal characteristics, knowledge, and skills). Look at the A/P/K/S full charts, and the comments about strengths and opportunities. For each report section, consider:

5. What *observable actions and decisions* might have contributed to the ratings?
6. Are the highest and lowest the same or different *between evaluator groups*? If different, what might contribute to the different perceptions?

Formation Questions

7. Reflecting on your EM360 results:

- Which strengths can be leveraged for success?
- Considering opportunities for improvement, which two would have the biggest impact on helping you achieve your goals if improvements were made?