

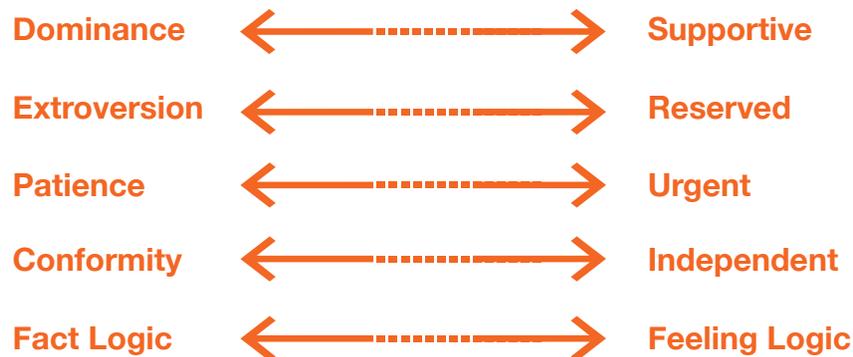
ProScan Services

ProScan is a tool that was developed by PDP (Professional DynaMetric Programs) to help people understand themselves and others more holistically. It defines and measures strengths, providing an accurate description of a person's communication style and his/her basic natural behavior traits.

Organizations are using ProScan results to help people know themselves better, and to develop their people into stronger leaders, team builders and communicators. ProScan also has the capacity to assess people's decision-making processes, energy style and energy capacity.

The ProScan is different from other assessment tools on the market which give more of an x-ray view or one-dimensional view of a person's personality. The ProScan assessment reaches deeper with a multi-dimensional view of how people are wired, what people are experiencing in their lives, and how people are responding to the world around them.

ProScan measures a person's natural behavioral traits along a continuum in five areas:



In addition to understanding a person's natural behavioral traits, the tool also measures:

Energy level and energy style of the individual

Satisfaction level the individual is experiencing in their current position

Pressure from current stressors

Energy drain a person is experiencing to adapt to current stressors

ProScan Results

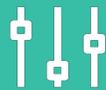
The results of the ProScan provide valuable information for self-discovery and personal growth. The results are broken into three areas of interpretation.



The first section shows your basic natural self.



The second section delves into your current environment and what you are going through in life. This section speaks directly to the stresses and challenges you are facing.



The third section shows how you are responding to your environment and how others are perceiving you.

Three Proscan Services

1 Individual Assessment

Individual Assessments are beneficial for pastors, staff members and even spouses to evaluate their behavioral traits and the extent to which those traits are being utilized in their current setting.

Individuals often find this process and consultation helps them to make adjustments in their current work and home environment to increase satisfaction in all areas of life and their overall productivity.

Pastors considering new calls or pastoral candidates will find this helpful to better understand themselves and what support they might need as they move into a new congregation.

Includes

- **ProScan Assessment:** Individual takes the ProScan.
- **Consultation:** 60-90 minute Skype meeting with an ECO consultant reviewing the ProScan results.

Cost: \$125 to take the ProScan and receive consultation

2 Building Staff Relationships

Building Staff Relationships can help maximize team work and communication among two to four staff members who work in close professional relationships.

The goal is to create deeper joy and satisfaction within working relationships, and produce an abundance of Kingdom fruit. As people engage in this process they will be better equipped to understand their unique personalities, current stressors, and satisfaction level. This information may then be used to enhance relationships within the work environment.

Option A: Staff Relationships (Two to Four People)

- 1. Staff ProScan Assessment:** Two to four staff members take a ProScan to assess their individual behavioral traits and better understand how they operate within a staff team.
- 2. Individual Consultation:** Each participating staff member who takes an assessment will have a 60-90 minute Skype meeting with the ECO consultant.
- 3. Group Consultation:** Two-hour consultation for the staff members with only the basic behavioral traits shared with the other member(s). This time is geared toward finding strategies to enhance the working relationships.

Cost:

- 2 people - \$400
- 3 people - \$525
- 4 people - \$650

Option B: Team Dynamic Consultation (Five or More People)

- 1. Staff ProScan Assessment:** Each team member takes a ProScan and gets their full results.
- 2. TeamScan Report :** Individual ProScans are assimilated into a TeamScan which only shows the basic traits of the other individuals; not the pressures, satisfaction level or energy drain.

Team Dynamic Consultation Process & Cost:

- The consultant meets with the pastor or executive leadership team to explain their own reports and the team report.
- The consultant helps the whole team understand their individual and team profiles. This customizable time could also be spent with the coach meeting with some staff one-on-one to discuss their profiles.
- The cost of this process is \$25 per team member for ProScan assesment, and \$1,500 per day for the consultant, as well as the cost of the consultant's travel, lodging and meals.

3 Pastoral Search Assistance

Some congregations use Search firms to assist them in finding new pastors. However, this can be very costly, and many churches desire to be more personally engaged with the process from beginning to end.

ProScan testing and consultations can be used to assist individuals or committees in hiring ministry staff. With the *Pastoral Search Assistance* option, Pastor Nominating Committees will have a designated ECO consultant to assist them throughout the pastoral selection and nominating process so that:

- The PNC can go beyond a job description and define characteristics needed for the pastoral role
- The PNC can define together their desired expectations of the new pastor's leadership qualities, rather than realize possible conflicting expectations during the interview stage
- The PNC can develop a more specific set of questions for the interview and for the candidate's references

The Process

Preparation Phase:

Helps a committee gain clarity on the characteristics desired for a particular position.

- 1. Initial on-site meeting with the Committee:** This on-site meeting with an ECO consultant orients the Session and committee to the overall process and sets the stage with the PNC.
- 2. Creation of a JobScan profile:** An on-site consultant meets with those doing the hiring to fill out a job characteristic survey for the types of skills needed in a given position, based off of the ProScan behavioral traits. The consultant uses the JobScan tool to help the PNC team create a profile of characteristics desired in their ideal applicant.
- 3. Staff ProScan Assessment:** Each key staff member takes a ProScan to assess their individual behavioral traits and better understand how they operate within a staff team. Each key staff member who takes an assessment will have a debrief meeting with the ECO consultant.

Interview Phase:

Helps a calling committee understand how potential applicants match the committee's JobScan profile and relate to the existing staff team.

- 1. ProScan Assessment:** Candidates take the ProScan assessment.
- 2. Candidate Matching:** A generated report will show where a candidate's behavioral traits align with the JobScan.
- 3. Consultation/Interviews:** The ECO consultant can virtually interview top candidates and assist those doing the hiring to determine a potential fit, as well as assess any support the candidate will need to best execute the ministry role.
- 4. Onboarding Phase:** The new hire can have onboard coaching and review a TeamScan to better understand the staff they are joining.

Cost:

- Less than 5 candidate interviews - \$3,500 (plus travel expenses)
- 6-10 candidate interviews- \$4,000 (plus travel expenses)
- 11-15 candidate interviews - \$4,500 (plus travel expenses)