



eco-pres.org/psa

PASTORAL SEARCH ASSISTANCE



THE POWER OF PROSCAN IN YOUR PASTORAL SEARCH

PASTORAL SEARCH ASSISTANCE

Some congregations use search firms to assist them in finding new pastors, however, this can be very costly and many churches want to be personally engaged with the process from beginning to end. The Pastoral Search Assistance (PSA) process provides nominating committees with a designated Flourish Navigator to assist them throughout the pastoral selection and nomination process when hiring ministry staff. The ProScan tool can also assist in creating a profile for your next hire, used with your staff, teams, and onboarding new pastors.

UTILIZING THE PASTORAL SEARCH ASSISTANCE TOOL

GO BEYOND

A job description and define characteristics needed for the pastoral role.

DEFINE TOGETHER

The desired expectations of the new pastor's leadership qualities, rather than realize possible conflicting expectations during the interview stage.

DEVELOP A SPECIFIC

Set of questions for both the interviews and candidates' references.

ABOUT THE PROSCAN

The PSA process is centered around an assessment called the ProScan. Organizations are using ProScan results to help people know themselves better and to develop their members into stronger leaders, team builders, and communicators. ProScan also has the capacity to assess people's decision-making processes, energy styles, and energy capacities.

The ProScan is different from other assessment tools on the market which provide more of an X-ray 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.

THE MEASUREMENTS

The ProScan tool measures:



Energy level & energy style of the individual



Satisfaction level the individual is experiencing in their current position



Pressure from current stressors



Energy drain that a person is experiencing to adapt to current stressors

ProScan measures natural leadership traits along a continuum in 5 areas:

Dominance	↔	Supportive
Extroversion	↔	Reserved
Patience	↔	Urgent
Conformity	↔	Independent
Fact Logic	↔	Feeling Logic

THE RESULTS

The results of the ProScan provide valuable information for self-discovery and personal growth. They are broken into 3 areas of interpretation.

1

Basic Natural Self

2

Stresses and Challenges

3

Response to Environment & Perception

PRICING

\$100

Individual ProScan assessment with a 60 minute virtual consultation

\$1,500

Virtual PSA process (up to 4 candidates) with a designator Flourish Navigator using ProScan and JobScan tools

\$400+

Building staff relationships (up to 4 staff members) with a 2 hour virtual consultation

\$5,000

PNCs work on-site and virtually with a designated Flourish Navigator using ProScan, TeamScan, JobScan and onboarding tools (up to 5 candidates and 15 staff members)

HOW TO GET STARTED



To learn more about any of these options or find out more about a comprehensive approach to the search process, visit flourishmovement.org.

If you have questions or need more information, please email info@flourishmovement.org.