

ProScan Services

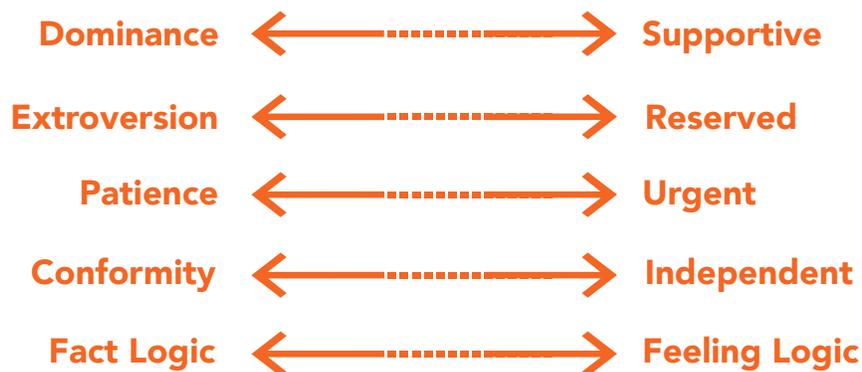


ProScan is a tool that was developed by PDP (Professional DynaMetric Programs) to help people understand themselves & others more holistically. It defines & measures strengths, providing an accurate description of a person's communication style and his/her basic natural behavior traits.

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

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 & how people are responding to the world around them.

ProScan measures a person's natural behavioral traits along a continuum in 5 areas:



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

Energy level & 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

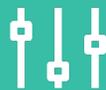
The results of the ProScan provide valuable information for self-discovery & personal growth. The results are broken into 3 areas of interpretation.



The first section shows your basic natural self.



The second section delves into your current environment & speaks directly to the stresses & challenges you are experiencing.



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

3 Pastoral Search Assistance

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

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

- The PNC can go beyond a job description & 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 & 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 a Flourish Navigator orients the session & committee to the overall process & sets the stage with the PNC.
2. **Creation of a JobScan profile:** An on-site navigator 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 navigator uses the JobScan tool to help the PNC team create a profile of characteristics desired in their ideal applicant.
3. **TeamScan Assessment (Optional):** Available for key staff members to assess their individual leadership qualities & better understand their staff culture (see page 2, Option B for more information on the TeamScan Consultation). Each key staff member who takes an assessment will have a debrief meeting with the Flourish Navigator.

Interview Phase:

The PNC has screened individual candidates & have determined who they want to interview:

1. **PNC develops the job description & posts the employment opportunity on the ECO Job Board** (jobs@eco-pres.org), other relevant places such as seminaries, nationally with ECO MPTs and/or other broader search sites.
2. **ProScan Assessment:** Candidates take the ProScan assessment.
3. **Candidate Matching:** A generated report will show where a candidate's behavioral traits align with the JobScan.
4. **Interviews:** The Flourish Navigator can virtually interview top candidates & 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.
5. **Onboarding Phase:** Navigator shares with candidate the JobScan & TeamScan report, if applicable, as well as the other relevant information about the church.

Cost (depends on how many interviews):

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



For more information about Flourishing Leaders, please email info@flourishmovement.org or visit flourishmovement.org.