PROSCAN

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 leadership 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. Original research based on statistical analysis, followed by years of testing and validation, has proved a tool unparalleled in accuracy and quality. Since 1977, over 5 million people have confirmed the accuracy of the ProScan descriptions.

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. The results of the ProScan provide valuable information for self-discovery and personal growth. The results are broken into three areas of interpretation: basic natural self, what are you experiencing in your current environment, and how are responding and being perceived by others.
The results of the ProScan provide valuable information for self-discovery & personal growth. The results are broken into 3 areas of interpretation.

1. The first section shows your basic natural self.
2. The second section delves into your current environment and speaks directly to the stresses or challenges you are experiencing.
3. The third section shows how you are responding to your environment & how others are perceiving you.

### Natural Leadership Traits

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

- Dominance <-> Supportive
- Extroversion <-> Reserved
- Patience <-> Urgent
- Conformity <-> Independent
- Fact Logic <-> Feeling Logic

In addition to understanding the natural leadership 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
1 Individual Assessment

Individual assessments are beneficial for pastors, staff members & even spouses to evaluate their leadership traits & the extent to which those traits are being utilized in their current setting. Individuals often find this process & consultation helps them to make adjustments in their current work & home environment to increase satisfaction in all areas of life & their overall productivity. Pastors considering new calls or pastoral candidates will find this helpful to better understand themselves & what support they might need as they move into a new congregation.

Includes:
- ProScan Assessment: Individual takes the ProScan
- Consultation: 60-90 minute virtual meeting with a Flourish Navigator to review the ProScan results

Cost: $100 to take the ProScan & receive consultation

2 Building Staff Relationships

Building staff relationships can help maximize team work & communication among 2 to 4 staff members who work in close professional relationships. The goal is to create deeper joy & satisfaction within working relationships & produce an abundance of Kingdom fruit. As people engage in this process, they will be better equipped to understand their unique personalities, current stressors & satisfaction level. This information may then be used to enhance relationships within the work environment.

Overall Process: The navigator meets with the pastor/leadership team, either virtually or on-site, to explain their own reports & team report and helps the whole team understand their individual & team profiles. This customizable time could also be spent with one-on-one meetings with the coach to discuss their profiles.

Option A: Staff Relationships (Virtual Consultation, 2-4 people)

Staff ProScan Assessment: 2 to 4 staff members take a ProScan to assess their individual leadership traits & better understand how they operate within a staff team relationships.

Individual Consultation: Each participating staff member who takes an assessment will have a 60-90 minute virtual meeting with the Flourish Navigator.

Group Consultation: 2-hour consultation for staff members who have basic leadership traits in common with others. This time is for finding strategies to enhance the working relationships.

Cost: $400 for 2 people, $100 for each additional person.

Option B: TeamScan (On-site Consultation, 5 or more people)

Staff ProScan Assessment: Each team member takes a ProScan & gets their full results.

TeamScan Report: Individual ProScans are assimilated into a TeamScan which only shows the natural leadership traits of the other individuals; not the pressures, satisfaction level, or energy drain.

Cost: $25 per team member for ProScan Assessment, $1,500 per day for the navigator as well as the cost of the navigator’s travel, lodging & meals.
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

PROCESS

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

- 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.
- 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.
- 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 to interview:

- 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.
- ProScan Assessment: Candidates take the ProScan assessment.
- Candidate Matching: A generated report will show where a candidate’s behavioral traits align with the JobScan.
- 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.
- 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)

How to Get Started: Email us at info@flourishmovement.org

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