

## FORMATION ASSESSMENT TOOLS USED BY ATS SCHOOLS

### Results from the ATS Formation Assessment Survey 2018

Below is an annotated list of tools currently used by the schools who completed the Formation Survey. This list is simply a report of the results of the survey along with the recommendations of the schools using them. ATS has not reviewed these instruments and does not endorse any particular instrument. We would encourage those interested in these instruments to contact their peers for more information.

#### EMOTIONAL/PSYCHOLOGICAL

##### **\*The Emotional Intelligence Instrument (EQi 2.0 and EQi 360)**

MHS Assessment

<https://www.mhs.com/Area?market=Talent#EQ2>

<http://www.talentsmart.com/test/>

- Online administration
- Translated into a number of languages
- Need certification to administer
- Pricing: \$25 per student with book (through Talent Smart)

These are scientifically validated psychological instruments. The company is based in Canada.

The EQi 2.0 provides a 'snapshot' in time of where a student is in five broad areas: Self-Perception, Self-Expression, Interpersonal, Decision Making, and Stress Management."

Used by: Anderson University School of Theology, Associated Canadian Theological Schools, Azusa Pacific Seminary, Nazarene Theological Seminary, Samuel DeWitt Proctor School of Theology

*"We have found it helpful toward assisting a student in addressing (especially) self-perception, relationships, and stress management."*

*"... provides strengths and areas of growth as emotional intelligence relates to leadership. Also provides strategies for improving emotional intelligence and cautions against "overfunctioning" in certain areas."*

*"It provides immediate feedback with resources for improving self-awareness and relational skills."*

##### **\*The Enneagram**

<https://www.enneagramworldwide.com/test/>

The Enneagram focuses on nine distinct strategies (or types) for relating to the self, others, and the world. Each type has different patterns of thinking, feeling, and acting that arise from a deeper inner motivation or worldview. The Enneagram is designed as a tool for personal and collective transformation.

- Online administration
- Pricing: \$10 per student

Nineteen ATS schools reported using the Enneagram.

*\*Indicates instruments with highest use reported by schools*

## **General Health Questionnaire**

GL Assessment

<https://gl-education.com/>

The General Health Questionnaire is a screening device for identifying minor psychiatric disorders. It assesses the respondent's current state and asks if that differs from his or her usual state. It is therefore sensitive to short-term psychiatric disorders. The questionnaire focuses on two major areas: the inability to carry out normal functions and the appearance of new and distressing phenomena.

- Paper administration
- Recommended for use by psychiatrists
- Pricing: Approx. \$5 per student

Used by: Carey Theological College

*"Often low-level psychiatric issues (somatic symptoms, anxiety, depression, etc.) can fly under the radar but end up creating serious difficulties for a small but significant minority of students."*

## **Inventory of Altered Self-Capacities (IASC)**

PAR, Inc.

<https://www.parinc.com/Products/Pkey/132>

The IASC assesses an individual's psychological functioning capacity in the areas of forming and maintaining meaningful relationships, creating a stable sense of personal identity and self-awareness, and the ability to modulate and tolerate negative affect.

- Paper and pencil
- Pricing:
  - Introductory Kit: \$251
  - ~\$5 per student

Used by: Nazarene Theological Seminary

*"It hones in on relational capacity and maturity--important features for pastoral ministry."*

## **\*Minnesota Multiphasic Personality Inventory (MMPI)**

*Cannot be found online. Must be administered by a trained psychologist.*

The MMPI is a psychological test that assesses personality traits and psychopathology. It looks at 10 clinical subscales including depression, psychopathic deviate, masculinity/femininity, and paranoia. It was primarily intended to test people who are suspected of having mental health or other clinical issues, but is used widely.

- Can be administered on a computer
- Training required
- Test generally accompanied by an interview with a psychologist

Nine ATS schools reported using the MMPI.

*\*Indicates instruments with highest use reported by schools*

### **\*Myers-Briggs Type Indicator (MBTI)**

CPP Inc.

<https://www.mbtionline.com/>

The MBTI introduces common language for referring to and discussing personality preferences that play an essential role in our everyday lives. It is designed to give a framework for understanding yourself and appreciating the differences in others.

- Online administration
- Pricing: \$50 per student

Forty-six schools reported using the MBTI.

### **NEO-PI**

PAR, Inc.

[www.parinc.com/products/pkey/276](http://www.parinc.com/products/pkey/276)

- Paper and pencil OR online
- Pricing:
  - Manual: \$80
  - Paper Administration: ~\$15–20 per student (estimate, there are several components that may make it more expensive)
  - Online: \$1,205 plus some additional costs per administration (can also be used to administer PAI)

This psychological assessment is a descriptive personality assessment tool based on the 5 Factor Model of Personality: emotional, interpersonal, experiential, attitudinal, and motivational.

Used by: Azusa Pacific Seminary

*“The client feedback report is very helpful in creating self-awareness and helping with vocational discernment and spiritual formation planning.”*

*\*Indicates instruments with highest use reported by schools*

## Personality Assessment Inventory (PAI)

PAR, Inc.

<https://www.parinc.com/products/pkey/287>

- Paper and pencil OR online
- Available in Spanish
- Pricing:
  - Comprehensive Kit: \$379
  - Spanish Introductory Kit: \$289
  - Paper and pencil: ~\$10 per student (estimate—several components may make it more expensive)
  - Online: \$1,205 plus some additional costs per administration (can also be used to administer NEO-PI)

This is a comprehensive assessment of adult psychopathology using 22 nonoverlapping scales covering the constructs more relevant to a broad-based assessment of mental disorders. Reliability and validity studies are based on general and clinical populations.

Used by: Nazarene Theological Seminary

*“It functions similarly to the MMPI but easier to administer and interpret.”*

## Stress Profile

Psychometrics

[www.psychometrics.com](http://www.psychometrics.com)

- Online administration
- Pricing:
  - One-time fee to access multiple assessment tools: \$99
  - Manual: \$120
  - \$47 per student

The Stress Profile measures fifteen personal traits and lifestyle habits that have been shown to moderate the stress-illness relationship. Psychometrics is a Canadian company that administers a number of assessments including the Myers-Briggs Type Indicator, Work Personality Index, Fundamental Interpersonal Relations Orientation (FIRO), and their own Psychometrics 360.

Used by: Azusa Pacific Seminary

*“While this instrument was not created for clergy, it maps well onto clergy stress-related physical and emotional health issues.”*

*\*Indicates instruments with highest use reported by schools*

## **Taylor-Johnson Temperament Analysis (T-JTA)**

Psychological Publications, Inc.

[www.tjta.com](http://www.tjta.com)

The T-JTA has been used for more than 50 years in individual, pre-marital, marital, and family counseling. It measures 18 dimensions of personality (9 bipolar traits) that are important in individual adjustment and interpersonal relationships.

- Online administration
- Translated into Spanish, French, German, Chinese, Korean, and Indonesian
  - Re-standardized for the U.S. and for Chinese-speaking countries in 2012
- Pricing:
  - \$27 to \$46 per student
  - Online Scoring Kit: \$275
  - Training recommended: \$143 for audio training

Used by: Canadian Southern Baptist Seminary

*"The T-JTA is also adept at both identifying personal adjustment and relational adjustment (or personal characteristics that will enhance or degrade relationships). It also has impressive validity and reliability research behind it. The T-JTA is not specifically a Christian application but is very reflective and useful Christian purposes. It has been a popular choice for many pastors to use in premarital counselling. The T-JTA in one hour can collect as much information about a person as approximately seven hours of face to face counselling."*

## **Virtues in Action (VIA) Character Profile**

VIA Institute on Character

<https://www.viacharacter.org/www/Character-Strengths-Survey>

- Online administration
- Translated into a number of languages
- Pricing: Free to \$50 per student

This is a psychometrically validated instrument that has been used in numerous research studies.

The VIA Character profile focuses on 24 character strengths in six areas: wisdom, courage, humanity, justice, temperance, and transcendence. It helps to grow awareness of character strengths to assist with relationship building and overcoming of blind spots.

Used by: Aquinas Institute of Theology

*"Simply helpful for awareness of character strengths and areas for growth as a ministerial leader who is entrusted with the faith lives of communities and individuals."*

*\*Indicates instruments with highest use reported by schools*

## BUSINESS/LEADERSHIP

### **\*16pf Questionnaire**

PSI

[www.16pf.com](http://www.16pf.com)

The 16pf (personality factors) is a reliable, validated tool that reveals potential, confirms suitability, and identifies development needs. It helps gauge an individual's work style and strengths focusing on five global factors: extraversion, tough-mindedness, self-control, anxiety, and independence.

- Online administration
- Pricing:
  - Certification: \$900 to \$1,500
  - Per student price: ?
- Translated into and validated in 20+ languages

Ten ATS schools reported using the 16pf.

### **Achieving Styles 360**

#### **Aspirational Achieving Styles 360**

Connective Leadership Institute

<https://www.connectiveleadership.com/>

- Online administration
- Pricing:
  - Certification Course: \$2,495
  - \$35 per student (discounts for multiple instruments and for groups of 50 or more)
  - Willing to talk about annual subscriptions

This is a psychometrically validated 360 instrument that assesses self- and other-perception regarding leadership behaviors. It is based on The Connective Leadership model, which focuses on leadership strategies that enable individuals and groups with diverse—and potentially conflicting—backgrounds, talents, and agendas to work together.

Used by: Azusa Pacific Seminary, Fuller Theological Seminary

*"It is helpful in raising self-awareness and helping students create a leadership development plan, and also in career planning."*

*\*Indicates instruments with highest use reported by schools*

## **The Birkman Method Personality Assessment**

Birkman International, Inc

[Birkman.com](http://Birkman.com)

The Birkman Assessment provides personality and occupational data to help understand individuals' unique behavior and work satisfaction. It assesses their underlying needs and motivations as well as their perceptions of self and others and can be used to improve emotional intelligence, align roles, and develop talent and communication. Specific measures include interests, usual behavior, needs, stress behavior, and career data.

- Online assessment
- Pricing:
  - Certification Course: \$3,495 (consultants also available)
  - Price per student: ?
- Translated into over 20 languages

Used by: Calvin Theological Seminary

*"Used well, this can be very helpful - but it requires training, and prescriptive integration"*

## **\*CliftonStrengths (formerly StrengthsQuest or StrengthsFinder)**

Gallup

<https://www.strengthsquest.com/208718/strengthsquest.aspx>

The CliftonStrengths Assessment focuses on helping individuals discover and develop their unique blend of talents to achieve academic, career, and personal excellence. This is a strengths-based approach to development. This assessment is based on psychometrically validated measures.

- Online administration
- Pricing: \$12–40 per student
- Translated into more than 20 languages

Nineteen ATS schools reported using "StrengthsFinder."

Used by: University of Notre Dame Department of Theology

*"An assessment tool that helps learners of all ages discover and understand their talents. Definitely. Fun, engaging and focused on future development of the person."*

*\*Indicates instruments with highest use reported by schools*

### **\*DiSC Profile**

*This assessment was first published by Wiley Publishing.*

*There are many versions of the assessment available online.*

<https://www.discprofile.com/customer-service/about-us/>

The DiSC Profile is a non-judgmental tool used for discussion of people's behavioral differences. It helps people understand themselves and adapt their behaviors with others within teams, leadership positions, and other relationships. It focuses on four areas: dominance, influence, steadiness, and conscientiousness. The test has been researched and validated.

- Paper administration
- Pricing:
  - \$35 per student
  - *A new online Everything DiSC is also available at higher cost*

Ten ATS schools reported using the DiSC Assessment.

### **Fundamental Interpersonal Relations Orientation Business Leadership Report (FIRO-B)**

CPP: The Myers-Briggs Company

<https://shop.cpp.com/en/firobproducts.aspx?pc=161>

The FIRO-B provides information about interpersonal needs and behaviors in dyads and groups. It is designed to help individuals understand their communication style and improve performance. It can be used in conjunction with the Myers-Briggs Type Indicator.

- Online administration
- Translated into multiple languages
- Pricing:
  - Certification: \$1,695
  - \$22-\$40 per student
  - Coaches' Guide: \$23

Used by: Samuel DeWitt Proctor School of Theology of Virginia Union University

*"Our students find the leadership report helpful in examining their stimulus value in organizational dynamics and how to understand how their personality and interpersonal preferences function in ministry."*

*\*Indicates instruments with highest use reported by schools*

### **Intercultural Conflict Style Inventory (ICS Inventory)**

ICS Inventory, LLC

[icsinventory.com](http://icsinventory.com)

*Created by the same organization as the Intercultural Development Inventory*

The ICS Inventory is designed to increase cultural self- and other-understanding of various approaches to communicate ideas and resolve conflict; improve management of stress and anxiety in conflict; and develop culturally responsive strategies for communicating goals and interests.

- Online administration
- Translated into multiple languages
- Pricing: \$16 per student

Used by: Luther Seminary

*Luther recommends this with the right trainer and when used along with the Intercultural Development Inventory (IDI).*

### **Intercultural Development Inventory (IDI)**

IDI, LLC

[idiinventory.com](http://idiinventory.com)

*Created by the same organization as the Intercultural Conflict Style Inventory*

The IDI assesses a person's intercultural competence along the intercultural development continuum. Intercultural competence is defined as the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. The IDI has been reviewed for cross-cultural validity, reliability, and generalizability.

- Online administration
- Allows for 6 customized questions
- Translated in multiple languages
- Pricing:
  - Qualifying Seminary: \$1,600
  - Annual License Update: ??
  - \$11 per student

Used by: Huron University College Faculty of Theology, Luther Seminary

*"Although the instrument is not specifically "spiritual" in content, it represents a core piece of 'formation' that is a goal for our students."*

*"It is a helpful instrument in self-awareness and particularly in the area of diversity and difference - significant for the practice of evangelism in today's North American context."*

*"It's allowed us to have individual and community conversations regarding the gap between a person's own understanding and curiosity regarding diversity and cross-cultural awareness. This has also helped the larger community in naming the gaps between intention and reality of the institution's commitment to diversity and inclusion."*

*\*Indicates instruments with highest use reported by schools*

## **mCore**

Pruvia

<https://motivationalcore.com/industries/non-profit/>

- Online administration
- Pricing:
  - Training and Certification: \$1,750
  - Assessment Tool: \$25–30 per student

MCore is a narrative tool for self-discovery backed by more than 50 years of empirical research. Specifically designed for people serving in a variety of ministry settings, it uncovers, identifies, and prioritizes someone's talents by revealing their motivational core.

Used by: Azusa Pacific Seminary

*"Assesses core motivations—it is an improvement on Strengthfinder because it is psychometrically more robust and includes the idea of motivation . . . It is a very helpful tool in vocational discernment and coaching with students."*

## **Pro-D Development Assessment**

Pro-D

<https://www.pro-d.com/>

Pro-D is a multidimensional assessment that captures a picture of who you are. Designed for leaders, it is built on nine Career Value Archetypes that provide the foundation for understanding how people are wired. It provides insights regarding ideal roles, keys to improved team interaction, and organizational cultural preferences. Developed in the 1990's based on personality theory, it integrates a person's motivators, competencies, and personality factors.

- Pricing: Pro-D Core: \$55 per student

Used by: Grand Rapids Theological Seminary

*"It helps students assess their areas of strength and how it applies to their career focus. We use the PRO-D faith based test."*

## **Strong Interest Inventory**

CPP: The Myers-Briggs Company

<https://www.cpp.com/en-US/Products-and-Services/Strong>

Based on more than 80 years of research into how people of similar interests are employed and what motivates individuals in the workplace, the Strong Interest Inventory provides insight into a person's interests, potential careers, and educational paths. The inventory identifies a person's work personality by exploring their interest in six broad areas: realistic, artistic, investigative, social, enterprising, and conventional.

- Online administration
- Pricing:
  - Certification: \$1,180 online, \$1,100 in person
  - \$10 per student

Used by: Samuel DeWitt Proctor School of Theology of Virginia Union University

*"While this assessment focuses specifically on job satisfaction, we use it in conjunction with a spiritual gifts assessment to talk about how 'secular' professional interests inform and impact ministry work and vocational discernment."*

## SPIRITUAL/VOCATIONAL

### **Catholic Spiritual Gifts Inventory, 3rd ed., 1998.**

Catherine of Siena Institute

Available as part of "The Called & Gifted" Program

<https://www.siena.org/bookstore#!/Called-&-Gifted-for-Small-Groups-Participant-Materials-Complete/p/69242290/category=20878025>

Based on the research of Sherry Weddell, this is a Catholic inventory designed to help Christians identify their charisms and learn to cooperate with them. It is used as part of a larger "Called & Gifted" program and includes a resource book.

- Paper administration
- Pricing
  - \$25 per student as part of the larger program
  - Cost may be less for just the inventory

Used by: University of Notre Dame Department of Theology

*We would recommend because of "the biblical warrant and the self-reflection and prayer upon which it is based."*

### **Ministry Match**

Ministry Match

[https://www.go-cce.com/ministry\\_match.php](https://www.go-cce.com/ministry_match.php)

- Online administration
- Pricing: \$12 laity/\$40 pro per student

This suite of instruments measures six major constructs that are vital to effective ministry: temperament, motivated role, leadership style, participation style, functional spiritual gifts, ministry values, and age group. It was started by a church consultant connected with Denver Seminary and the Evangelical Free Church of America. The organization has done reliability and validity studies on the instrument.

Used by: Associated Canadian Theological Schools

*"It does a great job of helping students understand who they are and the types of ministry roles that might be a good fit for them."*

### **Sacred Pathways Questionnaire**

Zondervan, Gary Thomas

Free online assessments can be found:

- <http://northpoint.org/care/pathways/>
- <https://groupleaders.org/spiritual-pathways-assessment>

A pdf of the book can be found here:

- [http://www.garythomas.com/wp-content/uploads/2013/03/sacred\\_pathways\\_sample\\_chapter.pdf](http://www.garythomas.com/wp-content/uploads/2013/03/sacred_pathways_sample_chapter.pdf)

This assessment explores the various ways individuals relate to God. The assessment focuses on nine “sacred pathways”: naturalists, sensates, traditionalists, ascetics, activists, caregivers, enthusiasts, contemplatives, and intellectuals.

Used by: Wesley Seminary at Indiana Wesleyan University

*“Our students have found it helpful to know that not every person does or should have the same devotional style.”*

### **Spiritual Growth Assessment Process**

LifeWay Christian Resources

[http://blog.lifeway.com/growingdisciples/files/2013/08/Spiritual\\_Growth\\_Assessment.pdf](http://blog.lifeway.com/growingdisciples/files/2013/08/Spiritual_Growth_Assessment.pdf)

- Paper administration (pdf available)
- Pricing: Free to download

The Spiritual Growth Assessment is a tool to allow individuals to self-assess their spiritual development in six specific spiritual disciplines: abiding in Christ, living in the Word, praying in faith, fellowshiping with believers, witnessing to the world, and ministering to others. Individuals may also request feedback from others. The tool is designed to help individuals develop a personal growth plan.

Used by: Carey Theological College

*“It’s free and self-scorable so readily accessible, useful for mentoring contexts.”*

### **NOTE REGARDING SPIRITUAL GIFTS ASSESSMENTS:**

*In the ATS Formation Questionnaire, 24 schools reported using some form of spiritual gifts assessment but were not asked to provide a specifically named assessment to refer to others.*

*\*Indicates instruments with highest use reported by schools*

## **Spiritual Life Inventory (SLI)**

Personal Power Products

[http://www.janethagberg.com/uploads/3/9/3/4/39346357/spiritual\\_life\\_inventory\\_120910.pdf](http://www.janethagberg.com/uploads/3/9/3/4/39346357/spiritual_life_inventory_120910.pdf)

The SLI complements the ideas and behaviors described in Janet O. Hagberg & Rev. Dr. Robert Guelich's book *The Critical Journey*, in which they define seven stages of a person's spiritual life: Recognition of God, The Life of Discipleship, The Productive Life, The Journey Inward, The Wall, The Journey Outward, and The Life of Love. The inventory charts an individual's position in each stage.

- Paper administration (pdf available)
- Pricing: Free

Used by: Oral Roberts University College of Theology and Ministry

*"It is an additional spiritual tool for assessing a student's spiritual journey."*

## **\*The Spiritual Transformation Inventory**

Alidade Research, Dr. Todd Hall

[www.spiritualtransformation.org](http://www.spiritualtransformation.org)

- Online administration
- Pricing:
  - Registration fee and group report: \$650
  - Additional group reports: \$300
  - \$41 per student

The STI report is a scientifically validated measure of Christian spirituality for the purpose of helping individuals, schools, churches, and Christian organizations in their spiritual growth process. The overall goals of the STI report are to evaluate overall spiritual state of students, to identify spiritual strengths and growth opportunities, to identify specific spiritual hindrances and their level of impact, to help students reflect on spiritual issues in their lives in 31 different areas, and to develop a spiritual growth plan.

Used by: Azusa Pacific Seminary, Canadian Southern Baptist Seminary, Columbia Biblical Seminary, World Mission University School of Theology

*"STI has excellent research base, good validity and reliability support, gives precise, explicit and thorough feedback about the nature of a person's relationship with God and others."*

*"It has been beneficial in helping our students evaluate their overall spiritual state of connection to God and others. The inventory has provided knowledge of their spiritual strengths and areas of needed growth ..."*

*"It helps us to identify many important aspects of the formation of our students."*

Website also lists: Asbury Theological Seminary, the Association for Biblical Higher Education, and several other Christian Universities with embedded theological schools

*\*Indicates instruments with highest use reported by schools*