

Case study - psychometric reporting for parish appointment

What was needed?

A well-known parish church was in the process of appointing a new Minister after a troubled few years. The panel recognised that it was very important to ensure the right person was offered the post and, while they were clear about the kind of leader that was needed, they wanted support to ensure they were able to robustly explore the candidates' leadership style during the appointments process.

What support was provided?

Following conversations with panel members, the HR external service consultant invited the candidates to complete a reputable, well-researched personality questionnaire before completing an interview with each one to explore how their leadership style would fit with the needs of the church. This information was then included in report highlighting areas of fit with the role and outlining suggested questions for the panel to use to probe strengths and areas for development.

What was the impact?

The Archdeacon on the panel reported that *“using the psychometrics was very helpful in getting a full picture of the candidates' strengths as well as weaknesses, lead us to much more probing interviews than I normally attend, and gave a framework to process the references. I will use these tools again”*

