

The background features a close-up of a vinyl record with a topographic map overlay. The map lines are white and green, and the record's grooves are visible. The word 'VOLUME' is printed on the record. The text is overlaid on the right side of the image.

How do we use the TrueWiring® assessment instruments in Rock?

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Understanding people through assessments



What do we need to know about Assessments?



What do we need to know about Assessors?



What do Assessors need to know about using Assessment Instruments?

What do we need to know about Assessments?



Assessments evaluate performance in one venue to predict performance in another venue.



Approximations to save time, effort, money, and collateral damage.



Performance: always best, but most expensive



Hardware vs Software

Hardware

Traits or tendencies tend to be with an individual for the most of their adult lives

We all have certain attributes that are hard-wired into us

Examples

Software

Software is all about how we were scripted or sculpted by others, especially in family/culture of origin

We developed software to deal with conflict, emotions, and relationships

Each has a dramatic influence on how we perform later in life

Change is possible through intentional efforts, coaching, and accountability

Firmware

Interaction of Software and Hardware

As you work on the software, you may see changes



Rock includes five assessment instruments:

- DISC (Hardware)
- Motivators (Firmware)
- Emotional Intelligence (Software)
- Conflict Profile (Software)
- Spiritual Gifts (Firmware)

What do we need to know about Assessors?

Don't take the assessment out of context

Knows more than shares

Social vs Trait Psychology

Resist temptation to label

What do Assessors need to know about using Assessment Instruments?



Our current culture seems enamored with taking assessments



Using multiple scales



Using multiple instruments



Understand the target



Understand the TrueWiring Instruments

Know the difference between matters to be managed and issues to be resolved

+ Matters to Manage: Hardware

- + Traits or tendencies that are unlikely to change outside of some significant emotional event

+ Issues to Resolve: Software

- + Behaviors that can be modified over time with effective coaching or counseling are considered soft-wired



Some final points

Assessments identify issues, they don't resolve them

Assessors are not infallible

Assessment Instruments are not perfect

Conclusion

We are each fearfully and wonderfully made in the image of God

Be in awe of the person that sits before you

It's an honor and privilege to speak into a person's life

God sees the unlimited potential that lies within each of us

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Take a quick survey

- + We would love your input! Please complete this survey to enter a drawing for a **FREE TrueWiring debrief (\$1,000 value) with Dr. Greg Wiens.**
- + We are happy to partner with RockRMS to provide your church with high-quality assessment instruments that can help your leadership and those you serve walk in greater health and impact.

