

Mind the Gaps

Prediction of Missionary Success

By Dr. William Britt Ph.D.

PSYCHOLOGICAL ASSESSMENT PROCESS

Step 1	Candidate Application
Step 2	Reference Questionnaires
Step 3	16 PF or FIRO-B
Step 4	Interview Guide
Step 5	Key Questions
Step 6	Scoring Instrument

1. Obtain the Candidate Application from the church leaders who are referring the missionary candidate. Information gleaned from this application can be used during the Interview to guide the discussion.
2. Other informational items from the candidate may include: Mission Agency Questionnaire, Theological Questionnaire, Doctrinal Statement, Philosophy of Ministry, Core Values and other important statements from the church.

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1. Obtain the Reference Questionnaire from the church leaders who are referring the missionary candidate for four references.
 - a. One of the references needs to be the pastor of the candidate's home church
 - b. The other three should be previous co-workers, friends and/or clients
2. Reference Questionnaires will be used later in the Scoring Instrument along with the Application, Key Questions for Missionary Candidates, 16PF and Interview results. Make every effort to keep this questionnaire in strict confidence.

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The 16PF can be obtained from Pearson at www.PearsonClinical.com

Factor Q3 Undisciplined vs. Self Control
Raw Score (1-10) = _____

Factor N Forthright vs. Astute
Raw Score (1-10) = _____

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Make an appointment with the missionary candidate and use the Psychological Assessment Interview Guide with input from the application and reference questionnaires.

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The Key Questions is a summary of the data needed for the Scoring Instrument. It includes information from the Candidate Application, Reference Questionnaires, 16PF and Psychological Interview Guide. If any of the data is not available from these sources, then it will need to be obtained from the candidate during the interview.

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Stepwise Multiple Regression Formula

$$Y1 = 4.277 - .1683 (\text{var.1}) - .5297 (\text{var.2}) - .3687 (\text{var.3}) + .1143 (\text{var.4}) - .0318 (\text{var.5}) \\ + .1869 (\text{var.6}) - .3476 (\text{var.7}) + .2322 (\text{var.8}) + .4252 (\text{var.9}) - .3276 (\text{var.10}) \\ + .1981 (\text{var.11}) + .5228 (\text{var.12})$$

Y1 = _____ Candidate Rating (Round to closest number)

Key

- 1 = Least Successful
- 2 = Less Successful
- 3 = Moderately Successful
- 4 = Most Successful