

PPM Global Presents

Ministry Assessment Questionnaire

Personalized Expanded Assessment Results Profile

A Synopsis for Shantay Gibbs

Thank You
For the Honor & Privilege of Serving Your Destiny

Dear Shantay,

Thank you for obtaining your MAQ assessment results. You will find these results to be a detailed interpretation of your answer choices compiled in a single profile. The following explanations aim to combine section explanations with suggestions and recommendations to equip you to decisively act on your MAQ results. Please be advised that the following information is only part of a balanced ministry assessment process. You should include other complementary tools and consider their results in light of those given below. It is strongly suggested that you do not rely on these results alone to make your future ministry action decisions.

As you review your assessment results and reflect on your advisement, bear in mind that the brief few moments spent with your advisor only give you a fraction of the information that was generated about you. Due to the time allotted, your advisor is only able to give you a glimpse of what we discovered about you as a present or future minister. There is much, much more for you to learn and appreciate about yourself as God's servant, and we here at PPM Global Resources want to help you do just that. May we suggest that you take advantage of our "Learn All About You" program. It is where you can schedule multiple comprehensive review and analysis sessions with your advisor to go through your entire results. It is important that you seriously consider this offer to complete your ministry destiny search. Ask your advisor to schedule yours today or go to <http://ppmglobalresources.fullslate.com/> to schedule your own appointment.

If we can be of further service to you now or in the future, please do not hesitate to contact us at PPM Global Resources. For additional copies of your diagnostic or to sign up for your customized Success Center program, please contact us. This fee based service will significantly enhance your ministry potential and refine your decision making processes. Through PPM Global's Success Center, you will receive practical insights and tools that give you the edge you need to pursue and achieve the Lord's excellence in ministry.

God bless you in our joint endeavor to glorify the King of kings.

Sincerely,

PPM Global Resources
Standardized Ministry Assessment Team
www.ppmglobalresources.com
1-877-419-1299

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Shantay Gibbs's Personalized Ministry Assessment Profile

Your dominant ministerial gift expression is related to or supportive of a(n) Teacher. It is supported by your highest ministerial gifting, which is indicated as Apostolical. Your ministerial gifting seems to flourish best in a(n) Helps environment. For you this means your special talents and abilities concern themselves with assisting leadership and others in special events, routine ministries, staff support, minister aid and relief, and the like. All of these work together to show the ministry capacity that you would best fill at the present time. Suggested schooling, practice, and proving are strongly recommended before actual engagement in these ministerial activities.

All of your scores combined indicate that your proficiency in your identified ministry capacity should be increased by at least 36% in order for you to successfully accomplish the fullness of your calling at the present time. This increase will boost your stability and equipment for a full-time Teacher's ministry. Altogether, you are ready to explore or seriously study the Teaching gift, as far as your capacity for effective ministry performance in this area is concerned.

Your readiness indicator of 49% measures the extent of your ability to comprehend the scope of the ministerial gift expression you presently exhibit and have the potential to perform. This is provided that all other elements related to this level of ministry service agree. The factors used to gauge your present emotional readiness to fill your MAQ identified ministry capacity registers as immature in respect to your current ability to carry out teaching assignments, customary duties, and demands. At the time of this assessment, your Emotional Intelligence does not meet standard ministerial readiness criteria in respect to your handling of your emotions, recovering from emotional conflicts or encounters, or ministerial setbacks associated with active teaching ministry.

In relation to your ministerial character, values, and ethics, the MAQ has determined that your most stable character area is Leadership Mentality, Accountability & Peer Interaction. In contrast, when it comes to your MAQ identified ministerial gift expression and your ability to enter and discharge it, the greatest threat to your reliability and integrity as a minister is Your Need to Resolve Responsibility Issues, in relation to stamina, perseverance, and persistence, especially in times of duress or when overwhelmed or feeling insecure. If your readiness score is 85% or higher, this threat is most likely inconsequential to your overall competence at the present time.

If you are not ready for full time ministry service in your identified ministry capacity, you may still be equipped to perform services related to the categories identified as strong, average, adequate, or capable for you throughout the assessment. Due to your suggested readiness path entailing a general introduction to ministry in your ministerial gift expression, the MAQ used information gathered on your strengths and weaknesses to compose an initial map for you. Your dominant ministry giftings and attributes scores were further used to prepare your study and practice recommendations. These are marked as high, medium, or low priority. The MAQ's recommendations encompasses your overall assessment score, the number of categories your responses suggest you excel or perform adequately in, and the extent of knowledge you appear to have in each category.

As a result of the information contained in your Expanded MAQ Profile, the following preparatory plan is best for you at the present time. You should serve in your identified ministerial gift expression under the conditions stated in letters D and E of your Recommended Actions below.

Acting on Your Personalized Results: The MAQ's Recommended Actions

- A. Dominant Ministerial Gift Expression Identified: Teacher--ready to explore or study in this capacity**
- B. Highest Gifting Indicated: Apostolical--just awakening in this capacity**
- C. Secondary Ministry Gifting in Support of Highest Gifting: Helps--just awakening in this capacity**

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- D. **Ministry Predisposition:** The MAQ has concluded that you are more predisposed to functioning as a(n) teaching ministry gifting rather than to executing a ministry office at the present time.
- E. **Education Recommended:** You should complete 2-4 years of basic training before significant or official ministry use. Refer to your Readiness Map for suggested subject matter you need to complete your basic ministerial training path in preparation for a(n) teaching ministry.
- F. **Preparatory Training:** Due to the 8 High Priority areas you accumulated (see below), the MAQ recommends that you enroll in 6 months of foundational studies that include but are not limited to General Bible, the Holy Spirit and His Spiritual Gifts, and Introduction to the Basics of Christian Ministry. In respect to your MAQ identified ministerial gift expression of teaching, these subjects should be completed by you before you begin any specialized ministry studies or training. Upon completion of your preparatory training, you will be ready to engage in the program the MAQ recommends for your identified ministerial gift expression.
- G. **Minimal Benchmark for Ministry Proficiency:** Your MAQ results say that a 36% proficiency increase in your Teaching ability would make you more potent and effective for ministry. This statement means that if you were to devote a significant amount of time and attention to a(n) Teaching ministry assignment, you would be ready to excel in it after 3.6 years. This estimation applies to general studies assignments. An additional 1.4 years of concentrated, specialized training is required to augment your general studies with advanced Teaching mantleship education. General studies implies basic to intermediate knowledge and competence training for high Teaching service. The specialized training is to increase your current proficiencies to bring your ultimate office skills set up to the level of a full-fledge Teacher. The added years of preparation are to hone your readiness skills, refine your spiritual gifts and talents for ministry, and fortify your emotionality to teach responsibly.

This recommendation is based on full time enrollment in the MAQ's readiness program, which is specific to your identified calling. Part time enrollment could significantly increase the number of training years you will need to meet your readiness challenges to excel in this capacity.
- H. **Active Ministry Suggestion:** That your serious teaching use or activation should be contingent upon successful ministerial training and/or mentorship.
- I. **The MAQ sets 85% as the minimal benchmark for proficient ministry in your identified ministry capacity. For you to reach that level, you will need an additional 1.4 years beyond your ministry training recommendation years to carry out the responsibilities of your MAQ identified ministry capably.**

There may be a disparity between actual performance and the above recommendations due to your readiness factor that suggests a quality performance consistency level of 2 out of 5 occasions. This means when you are called upon ministerially, in 2 out of 5 assignments you appear to be inclined to render satisfactory service. On a scale of 1-10, your fundamental reliability for fulfilling the criteria of your identified ministry capacity appears to perform most reliably at level 4 most consistently.

Your Destiny Readiness Map

Here is the Readiness Map for your MAQ assessment results. It is all your responses taken together to paint a picture of where you are today on your destiny path and where you want to end up. The map outlines your inherent powers under "Not a Concern"; your strengths under "Low Developmental Priority"; your present ministerial adequacies under "Medium Developmental Priority"; and your present ministerial deficits under "High Development Priority."

Every recommended action is ranked to tell you where to put your development attentions first. Remember that the MAQ sets 85% as the readiness benchmark for full time competent ministerial service. That is what the following profile is based upon. For further information or guidance, contact your MAQ Results Advisor.

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Category	Present or Future Ministerial Potential	Priority Development Guide
1. The way you look at and take on Christian ministry in general, or would do so	Suggests a readiness to blend intermediate studies with practical application (or apprenticeship) in this subject area	Low development priority
2. The way you allow life and the things of the world to affect you ministerially	Shows an awareness of this MAQ identified gift subject area	High development priority
3. How much you use or would let the Bible guide your ministerial service	Early discovery or some learning in this MAQ gift identified subject area is apparent	High development priority
4. Your present potential to maintain God's biblical models and standards ministerially	Ready to engage in advanced ministerial actions in this area under minimal supervision	Not a concern
5. What you see as the best way to carry out the Lord's ordained ministries	Suggests a readiness to blend intermediate studies with practical application (or apprenticeship) in this subject area	Low development priority
6. What you think makes for kingdom leadership and its necessary diligences	Ready to engage in advanced ministerial actions in this area under minimal supervision	Not a concern
7. What you understand makes Christian ministry unique	Ready for advanced learning or early ministerial practice in this subject area	Not a concern
8. How exposed you are or have been to true kingdom leadership, and how you have been affected by it	Ready for intermediate studies in this MAQ identified office subject area	Medium development priority
9. How aware you are of God's government as one of its present or future ministers	Suggests a readiness to blend intermediate studies with practical application (or apprenticeship) in this subject area	Low development priority
10. The foundational premise of your Bible knowledge	Early discovery or some learning in this MAQ gift identified subject area is apparent	High development priority
11. How you put God's spiritual wisdom to use	Just awakening to MAQ identified gifts in this subject area	High development priority
12. The place you give Bible truth when it comes to popular doctrine or church tradition	Ready for early studies in this MAQ identified office subject area	Medium development priority
13. Your indicated conflict with scripture authority as a present or future minister	Just awakening to MAQ identified gifts in this subject area	High development priority
14. The ways you let worldliness influence your ministerial views, actions, and decisions	Suggests a readiness to blend intermediate studies with practical application (or apprenticeship) in this subject area	Low development priority
15. What you presently see as stable ministerial character and integrity	Shows an awareness of this MAQ identified gift subject area	High development priority
16. How much your ministerial knowledge lines up with scripture and its quality standards	Ready for advanced learning or early ministerial practice in this subject area	Not a concern
17. Your present mentality for Christian ministry service	Early discovery or some learning in this MAQ gift identified subject area is apparent	High development priority
18. What you see God doing in the world through His church and its ministers	Ready for advanced learning or early ministerial practice in this subject area	Not a concern

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19. What you understand to be a ministry gift vs. a ministry office	Moderate exercise of MAQ gifting in this subject area is evident	High development priority
20. How well you know and value your ministerial self and its aptitudes	Clear transition from gift to office appears to be In progress in this subject area	Medium development priority
21. How you use or would use God's Word in active ministry	Ready for early studies in this MAQ identified office subject area	Medium development priority
22. How you presently recognize God's ministry at work today and foresee its impact on the world of the future	Ready for advanced learning or early ministerial practice in this subject area	Not a concern

Conclusions & Disclaimers

Recommended PPM Global Materials

Based on your MAQ results, the following is suggested to help you apply your readiness suggestions and recommendations. You can place your order online or by phone. Go to www.ppmglobalresources.com or call 877-419-1299 to speak with a representative.

Development Recommended: Orientation to Christian Ministry, including Ministry Advisement with Training in preparation for Price Embassy University courses.

- *Life Coaching & Advisement Sessions*
- *Books & Audio CD's*
- *Training Videos*
- *Downloadable Products*
- *Live Events*

Recommendation

Use the Ministry Readiness Map to plan your formal or informal practical ministry development program. You should begin your studies and/or practice with the High Priority categories and progress to the lowest ones. Low Priority categories may be strengthened to consistently improve your performance and to achieve or sustain your excellence in ministry goals. Areas marked "Not a Concern" are those where you scored exceptionally well on the MAQ. Of course, practicing these areas will continue to hone your present knowledge and skills in these categories so that you remain proficient in them.

Using This Information

This interpretation of your MAQ results provides a great deal of valuable information. It is meant to join your other decision making tools to guide your considerations on where you or others may fit in ministry. It is suggested that you prayerfully study each area and weigh it against your own self knowledge or your knowledge of those you employ, shepherd, teach or mentor. This extensive profile is meant to help you effectively train, place, promote, or otherwise use your skills; your gifts, talents and abilities, or those the Lord entrusts to your care. You will notice that the word "presently" is frequently used throughout this profile. This is because it is anticipated that your prudent use of this tool will, over the course of a few years, alter your results. Implementing the MAQ's suggestions and recommendations can drastically change your (or others) scores and overall effectiveness.

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Admonishment to Leaders

The MAQ admonishes leaders to take care when considering the removal or retention of a leader based on these results. It is strongly recommended that you weigh any such decisions against your perceptual observations and intuitional instincts about those on your staff. You should review records of their historical service, time served, and basic compatibility with your organization's vision and mission. It may be that a structured remedial program with strong accountability, regular reviews, and close supervision will enable you to keep a marginal or questionable assessee in his or her place. Other alternatives to removal may be reduced duties, a narrower scope of authority, or a program of applied study supported by practical application. Give great thought to how you would remove, remediate, or retain a faithful servant, and involve them in your deliberations, decision making process, and the formation of your reassignment goals, objectives, methods and outcomes for their continued service to you and your organization. The Assessment Team invites you to avail yourself of its advisory services to assist you with any major changes you contemplate as a result of these assessment outcomes.

To Our Veteran Assesseees

The MAQ returns results to novices and veteran ministers alike. It has no capacity to determine one over the other. Its data, being purely objective, calculates assesseees' responses based on answer choices alone. The scale set for professionalism is 85% to isolate assesseees capable of occupying and discharging an office. As a neutral instrument of evaluation, the MAQ merely gathers its data and processes it factually.

Answer selections falling below professional ministry or business score range is designated as a spiritual or ministerial gifting. When this happens with seasoned ministers who have been in God's service for more than ten years, it generally means the minister has over emphasized one or just a few aspects of the ministry spectrum associated with his or her calling, and under emphasized or under developed others. Bear in mind that as with anything else, what gets the most attention becomes the strongest and most reliable; what does not appears under developed or completely unknown. While your particular skill sets and knowledge are connected to your specialized area of service, other supporting aspects may not reflect extensive ministerial or professional use or treatment. The effect is that the MAQ, being totally impartial, returns results that may not reflect an assessee's years of service or expertise.

In addition, the MAQ—indeed all of the Standardized Ministry Assessments—are fundamentally apostolic and prophetic in nature. By this it is meant that they are more geared toward what the Lord is doing; His next move, if you will, and not so much toward His preceding eras. The legitimacy of this standard is that the church itself was founded entirely upon these two offices and their mantles, as well as the scriptures being penned by them. That is not to say that traditional and established Bible doctrines and other Christian orthodoxy are ignored. It is simply to note that the Lord is as much assembling the teams to make up His new guard as He is helping present and future ministers discover their destiny.

So if you are an experienced minister who has been in active, full-time Christian service for more than a decade and find your performance on the MAQ less than you expected, these are some of the reasons why.

Explanation of Ministerial Potential Levels Used in This Assessment

You will see throughout your assessment results indications of your readiness to perform in the office or ministerial manifestation the MAQ reveals is dominant for you. These refer to the potential or readiness your answer choices for a particular comprehensive category specify. If a category rates you as ready for early or intermediate studies, it means you are at the very door of your MAQ identified ministry. It reflects your minimal knowledge, compatibility, or readiness to serve in your identified ministry. If you are ready to blend intermediate studies with practical application or apprenticeship, it means you are near or at the intermediate level of knowledge or readiness in that categorical area. If you are classified as ready for advanced learning or early ministerial practice in a category, it implies that you may be sufficiently equipped to handle more than cursory ministerial tasks and duties in that category. If you are equipped for advanced independent ministerial service, it means you are highly capable of performing advanced level tasks and competent enough to be entrusted with significant ministerial responsibilities in relation to that category.

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However, these readiness levels should be acted upon in their proper contexts. For example, an individual with an overall comprehensive score of 58% who has five intermediate studies classifications does not carry the same readiness weight as an individual with an overall comprehensive score of 85% who has five intermediate studies classifications. The one with the higher comprehensive score, in this example, is 27% more ready to function in his or her intermediate level categories. This difference indicates he or she has a better likelihood of succeeding in the MAQ's identified ministry capacity, while the one with a 58% comprehensive score shows a categorical deficiency of 42% overall, despite having an equal amount of intermediate studies classifications.

In contrast to the office level classifications, the MAQ's gift applications tell a little bit of a different story. Whereas the office levels reveal your readiness range, your gifting levels show your knowledge and practice gains and progress. A "just awakening" score indicates you are just embarking upon your ministerial study or practice journey. "Somewhat exposed" indicates you have had some exposure to your identified ministry capacity. "Apparently exploring or studying" in a subject area means that you appear to have conducted exploration or study in an area. "Showing signs of gift practice" says you have had enough study to adequately exercise your gifting with somewhat reliable wisdom and insight. "Clearly transitioning from gift to office" suggests you are a well informed student and a somewhat competent practitioner of the typical operations associated with your identified ministry capacity in a specified subject area. Again, the same parameters for the office levels apply here. The higher the overall comprehensive score, the more weight gifting scores carry.

Explanation of Recommended Actions Response

In regards to your Recommended Actions response to this assessment under the Acting on Your Personalized Results section of your profile, be advised of the following. The recommendations that limit your service and/or placement to supervisory oversight, when applied to one in full time ministry already, should be taken as a suggestion to pursue a ministry covering. The MAQ is recommending submission to a well established and seasoned mentor, or that you unite your ministry with a stronger, more solid one. Decisions of this nature, however, should be the result of much prayer and made with the guidance and counsel of a mature, trusted, senior minister, preferably one that is apostolic or prophetic.

Whenever you see a recommendation that suggests regulated use with supervisory oversight, if you are in full time ministry it means you should begin to seek God for an appropriate covering for your work. That covering can take the form of a reputable apostle, prophet, senior pastor, or bishop. If you are in business, then you should seek a comparable entrepreneurial counterpart to perform this function.

Disclaimer for Self Advisors

ASSEESSEE: PLEASE READ THE FOLLOWING THOROUGHLY CONCERNING YOUR PPM GLOBAL STANDARDIZED MINISTRY ASSESSMENT RESULTS

The electronic assessment results that you received are the product of an extensive automatic scoring and evaluation process. The program used to assess you gathered a larger amount of ministerial information about you than what you have today. What you have received in this report is only a fraction of what your answers and responses discovered about you. For the sake of efficiency and quality assurance, this outline contains only an abbreviated summary of what you can learn about yourself. To help you understand your results, guide your use of this information, and direct your step in the process, PPM Global Resources requires a thirty-minute advisory session to review your results before forwarding them to you. In that session we offer you a full-scale advisement that gives you a bigger picture of how the Lord created you to serve Him and what to do next to prepare for it.

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PPM Global Resources, Inc., Certified Assessment Advisors

Our full-scale advisements are performed by specially certified PPM Global Resources, Inc., advisors who are thoroughly trained to analyze and clarify your results for you based on concrete data and years of experience. They are chosen because they possess a unique set of qualifications that make them distinctively capable of mentally, spiritually and professionally processing our assessment data for assessees. Even with such exceptional skills, they are still required to go through rigorous training to be certified as an authorized PPM Global Assessment Advisor. For these reasons, and the extensive screening that our advisors undergo, our Assessment Center strongly urges you to trust your advisement and subsequent direction to PPM Global Resources, Inc., assessment staff only. However, should you decline the services of our qualified advisement staff and choose to interpret your results yourself, or to solicit an advisor not qualified by our company's exclusive certification program to interpret them for you, know that your decision releases PPM Global Resources, Inc., from any and all guarantees or warranties related to your printout and future use of its insights.

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Unauthorized interpreters of PPM Global Resources assessments do not have access to all of the proprietary material that our Assessment Center holds for you. Any evaluations and applications from such individuals are speculative and cannot provide you with a prudent advisory. That is because unauthorized advisors do not possess your complete analysis and are limited to the brief report you were sent. Under such circumstances, PPM Global Resources, Inc., and all of its subsidiaries disavow any and all interpretations of its Standardized Ministry Assessment results by anyone other than its authorized advisory staff. If you permit anyone outside of PPM Global Resources, Inc., to attempt to explain your results to you without the benefit of our copyrighted and very extensive data, you do so at your own risk.

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About Your Post Assessment Advisement

Your Standardized Ministry Assessment Team hopes that these results are helpful to you! We took great pleasure in preparing this synopsis. You received an initial advisement session with one of our trained advisors to interpret and review your assessment results, as part of your assessment purchase. This opportunity provides you with more specifics upon which to act following this profile. Called a Post Assessment Advisement, your extended session with a trained representative or seasoned veteran in this field of ministry is designed to help you decide on the best course of action for your ministerial future. Prayerful discussions, pointed guidance, coaching and collaborations all unite to direct your performance as God's kingdom minister. If you found this session helpful and would like to arrange additional ministerial counseling and coaching as part of a customized Success Center program, contact your advisor at PPM Global. Call 877-419-1299, or email ppmglobal@ppmglobalresources.com.