

## THE PROFILER OF CONGREGATION SPIRITUAL POSTURE

Each congregation displays its own unique characteristics, values and traits that form an identifiable personality. Each congregation is directed by its Spiritual Posture; its orientation to being in the world; its preferred style of worship, what it tends to listen for in scripture, and how it engages in service and mission. This core spiritual posture is more fully honored as leaders respect its Spiritual Emphasis and its Language. The Profiler of the Congregations Attitudinal Preferences will help bring this into focus.

Circle either **S** or **N** for each choice as it more clearly describes your congregation.

### THE CONGREGATION...

- |   |   |
|---|---|
| S values consistency  | N appreciates variety.  |
| S prefers the established or traditional forms and styles - change may increase anxiety.                        | N stimulated by change - may disengage when form or style becomes routine.  |
| S prefers standard procedures, or policies, for addressing problems.  | N readily accepts the challenge of solving problems with new or creative approaches.  |
| S see the past or present, what was or is.  | N focuses on the future, what could be.   |
| S supports decisions with facts and details.  | N supports decisions with vision for the future.  |
| S when engaged in a practical project, will tend to work consistently, valuing following through on a set plan. | N works by inspiration with bursts of energy, valuing new ideas over practical plans. May lose interest before completion of project. |
| S would describe itself as being realistic, practical and sensible.   | N would describe itself as open, flexible, and tolerant.  |
| S enjoys programs and projects requiring physical involvement, maintaining buildings and grounds.               | N values creativity and innovation when considering improvements to facilities or programs.   |
| S establishes and maintains practices.  | N challenges established practices.   |

Circle either **T** or **F** for each choice as it more clearly describes your congregation.

### THE CONGREGATION...

- |  |   |
|--|---|
| T stays consistent by making decisions based on rules and policies.  | F makes decisions case-by-case based on needs of individuals.   |
| T is motivated by reason and truth.  | F is motivated by compassion.   |
| T can get along without harmony when knowing it is doing what is right.  | F values harmony, is upset by arguments and conflict.   |
| T easily maintains organizational structures.  | F may struggle to consistently maintain organizational structure.                                       |
| T expects decisions will follow policy and standard procedures with guidance from its Constitution and Bylaws. | F often lets decisions be influenced by leader's likes and wishes even if consistency isn't maintained. |
| T attempts to do what is "right" and "just."   | F first considers what is helpful.  |
| T gives first attention to the structure of programs, then considers the relationships.                        | F programs are designed primarily to improve relationships.   |
| T views communication as giving information.   | F views communication as staying in touch.  |
| T focuses on what it does.   | F is concerned with who it is.  |

## SPIRITUAL POSTURE

Circle the two letter combination that you have identified    **ST**    **SF**    **NF**    **NT**