

THE PROFILER OF CONGREGATION ATTITUDINAL PREFERENCES

Each congregation develops its spiritual posture which it expresses through its language and actions. These may or may not be similar to those of the pastor or congregational leadership. Speaking the spiritual language of the congregation honors the congregation and builds trust. Congregations exhibit greater health as leaders learn to communicate using the language/dialect of the congregation's *Spiritual Posture* while directing its service and mission grounded in the values it expresses in its Spiritual Emphases.

Circle either **E** or **I** for each choice as it more clearly describes your congregation.

THE CONGREGATION...

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| E in general, shows hospitality and is good at greeting visitors. | I allows visitors the freedom to experience it on their own, respecting their privacy. |
| E can respond rather quickly to concerns or people in need, may act too quickly. | I needs time to understand the circumstances and needs, then acts; at times, too slowly. |
| E is open to trying new programs and approaches. | I new programs must be connected to a deeper meaning or purpose before initiation. |
| E prefers to offer a wide variety of activities and involvement for members and community. | I worship is the primary planned activity. The impetus for other activities comes from the pastor or interested individual members. |
| E has worship which may be more participatory and celebratory. | I appreciates worship which is more pastor led and/or contemplative. |
| E looks to the ways others have addressed similar challenges and concerns. | I looks within to determine an acceptable approach to address a challenge. |
| E attempts to persuade or build consensus before voting, open process. | I tends to make decisions, then builds support as members respond. |

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

THE CONGREGATION...

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| J likes to have things settled and decided. | P likes to stay flexible and avoid fixed plans. |
| J starts worship and programs on time. | P tolerates programs starting and ending late. |
| J tries to make things come out the way they "ought to be." | P deals easily with the unplanned and unexpected. |
| J likes to finish one project before starting another. | P likes to start many projects but may have trouble finishing any of them. |
| J finds it difficult to change times and schedules. New programs need to work around established schedules. | P easily accommodates new situations or opportunities through changes in scheduling. |
| J will tend to decide things quickly, efficiently. | P may expect every option to be explored. |
| J expects printed agendas or bulletins to be followed. | P will accept meetings and worship being extemporized, agendas and order may vary. |

ATTITUDIANL PREFERENCES

Circle the two letter combination that you have identified **EJ EP IJ IP**