

## Fact Sheet: Clergy Moving On

### **I'm uncomfortable about using selection and competitive interviewing for a vocational post? Wasn't the old way when Bishops suggested moves better?**

Neither system is without its own weaknesses. The bishop making suggestions worked when there was a small diocese and the bishop knew all the clergy individually. It brought accusations of the old boys' network and even the bishop who knows all his clergy well doesn't know all their gifts and skills, strengths and passions.

Selection and vocational discernment can hang together – because if you can't identify and articulate your own skills, and people don't see you at work in your own parish, even the most discerning interviewer will be confused

### **It's not very humble to brag about what you can do...**

And it's not very vocational to be totally unable to articulate your gifts and talents. All of the work we do with clergy is to support you to communicate more clearly. We don't do spin. Ever. Our aim is for you to be able to clearly communicate what you bring to a post – on paper and in an interview so that if it is the right job for you, the panel can identify that. If it is not the right job for you, or you are not the right person for the job, they can identify that as well.

### **Is this only for curates?**

The joy of working with curates is that they begin to understand at the beginning of their priesthood a way of communicating their gifts and skills and understanding what posts might be a good fit. This will be an important tool through their whole ministry.

We work with clergy at all levels including those filling in forms and preparing for conversations about senior appointments.

### **What's the most cost effective way of working?**

Some people only need to know how to engage with the selection process and can do the work themselves. Others need some more individual attention.

The dioceses where we already work offer clergy either one day training through 3D Coaching, or a 48 hour event. The short course allows people to understand how to engage with the process and communicate their gifts and skills. A longer event offers an opportunity to begin to articulate that more clearly and also practice interviews. When you are listening to others everyday, it can be a huge shift for even the most eloquent to begin to talk solely about themselves... but our experience is that if it's only your interview technique that is standing between you and the new role, that is fixable.



towards simple excellence

© 3D Coaching Ltd. 2008

0845 458 0154/6

[www.3dcoaching.com](http://www.3dcoaching.com)

We also offer conversations face to face – either to work on applications or on interviews. These last two hours and we stay with you, within reason, until you are appointed.

#### **What about cost?**

We are happy to work one to one with up to 3-4 individuals in one day for the same as our day's training rate, if you have several people looking for one to ones, or can offer individual sessions. If people are willing to travel to London, Belfast or Birmingham, there are always dates available to meet one to one. Newcastle, Leeds and Bristol can also be negotiated.

#### **How do we know you can do this?**

We have been working in vocational discernment and vocational selection for over 20 years each and have worked with thousands of people seeking the way forward and an understanding of how to communicate their gifts and skills. 3D Coaching has worked with clergy from 33 dioceses in the Church of England. Claire and Diane contributed the job seeking section to 'The Curates Guide'.

#### **Recent feedback includes:**

'The practical help in re-jigging my c.v. proved invaluable, both in helping me become more clear about my skills and experience, and in preparing the application. Diane's ability to get me to face important, sometimes hard, questions about past applications in a sensitive way enabled me to prepare better for the next one. The whole process - from initial e-mail exchanges, through face-to-face discussion of c.v., telephone-work, and scrutiny of application papers - ended up being a massive confidence-boost, as well as practical help. I got the first job I went for!' Dr Clive Marsh, Methodist Church.

"I found the whole process very helpful. It was useful meeting someone outside my present context who was able to ask the awkward questions and push me on things my colleagues would not have done. The context was friendly, welcoming. The length of time was about right - I'm not sure I could have taken much more!"

"Brilliant. Wish I'd had the opportunity before submitting my first application."

"Thank you – you spoke in English and made it accessible. The best CME I've done by far"

**3D Coaching also offer individual coaching to clergy in post – at all levels, facilitation to senior staff teams and training on coaching and mentoring.**



towards simple excellence