

Clergy Experience of Appointments 2011

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In the summer of 2011, a survey was conducted by 3D Coaching inviting clergy of all denominations to give feedback on their experience of being interviewed for a role as a minister during the last 3 years.

139 clergy responded. Here is the quantitative and qualitative data

1. Were you successful in getting the last job in the church you went for?

Yes	71.2%
No	28.8%

2. At what level was this job?

Local church	71.7%
Regional	24.6%
National	7.2% 10

3. In which denomination was this job?

Church of England	131
Mission Agency	1
Church in Wales	2
URC	1
Methodist	3
Baptist	1

4. Did the interview feel like one-way questioning or a two-way dialogue?

One-way questioning	46.4%
Two-way dialogue	53.6%

- *a one-way exchange ... I would say, it needs to be 2 way, and not so quick - give me a chance to quiz you about how things work etc.*
- *more feedback - have some sections 2-way*
- *I should have liked more opportunity to talk about what was important to me.*
- *To have a dialogue/discussion; to follow up questions properly and not jump through interview hoops; to question against the job specification; to have some people clearly asking questions and others clearly listening*

5. If you had been able to, what feedback would you have given to the selection panel?

The good news

- *it was a good interview experience. I felt able to be myself*
- *very thorough and professional interview process*
- *a good process*
- *felt tough but a good experience*
- *process was friendly and enabled candidates to be put at ease and speak freely*
- *very relaxed atmosphere put me at ease*
- *pretty good*
- *questions were clear and asked in a friendly manner. They were well prepared and had obviously studied my application form*
- *I thought the interview process was fair - no unexpected questions – and encouraged by positive comments on my just-preached sermon as I went into the panel*
- *relaxed, positive 'feel' to the interviews, searching questions*
- *great interview felt relaxing and positive*

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- *good feedback and soon after the interview*
 - *especially appreciated the mechanism ...for me to encounter the team I would lead...I could ask them any question I liked, they weren't allowed to ask me anything. This (a) relaxed me and (b) told them a lot!*
 - *a good mix of friendliness and interrogation!*
 - *there wasn't a formal selection panel - the appointment was in the gift of an individual. Everything about the way he approached the conversations was excellent, although it would have helped to know that that was his best china I was balancing precariously on my knee!*
 - *good clear focus to the interview and genuine mutual exploration of the role and person*
 - *valued praying with the panel and the good opportunity to ask them questions*
 - *really appreciated meeting in a home, sharing food and having an honest conversation both ways*
 - *all very well done*
 - *quality of the questioning was good and there were a few very perceptive questions about the churches*

Know what you are looking for

- *be clear about what you want from your next Team Rector before the interview starts!*
- *why did you write a profile and then interview on different criteria?*
- *gap between the profile and reality*
- *have realistic expectations*
- *process openly acknowledged that I wasn't quite what they were looking for, which was true. However I found that quite undermining when I took up the post*
- *look at what you want not at what you've had*
- *there didn't seem to have been much time put into helping [them] explore what questions they were asking themselves..., before they could look at what they wanted in a new vicar. As a result, I felt what they said they were looking for, what they were looking for, and what they needed to be looking for seemed to be not in sync*

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- *selection panel needed to be in agreement about what they were looking for. There seems to be a problem where a powerful person - eg a bishop - drives the writing of the person profile and job description, but then others are involved in the appointment process who do not share the bishop's vision for the role. This often results in appointment of compromise candidates who everybody can live with but no-one is excited by*
 - *be clear about churchmanship and gender issues*
 - *clarity about [what the role really is]*
 - *don't over estimate too much what one person can achieve. It is potentially threatening to well-being*
 - *have a better understanding of how you see the post working*

Know what the encounter is for

- *as this was for a first post curacy the "interview" was more a meeting between myself and the incumbent. In hindsight maybe there should have been more people involved and clearer guidelines followed*

Know how you will decide

- *the panel had not decided beforehand what they were really looking for - the 10 person shortlist was symptomatic of this*
- *good interview, clearly seeking to be evidence based. From feedback I received, I would assess that one group failed to see who I was despite my best endeavours!*
- *I was not interviewed for the post despite being very well qualified for it. Informal feed-back indicates that the fact that I had served in a nearby church of a somewhat different tradition was held against me. A chance to explain this at interview would have been welcome. I have noticed in previous parish interviews that mixed-ability interview panels often leap to erroneous conclusions that senior staff representatives are unwilling or unable to correct*
- *on technical questions, such as theological or ethical stance, I give at least partly technical answers. It would be good to know the extent to which the parish reps*

understand the answers. I was once asked which theologian most influenced me - and found out afterwards that the clergy on the panel had not explained to the parish reps what the implications of my answer might be to them

- *always difficult to know where/who makes real decision - but maybe this is right*

Know who needs to be there and who does what

- *Some questions seemed to be repeated (there were two panels) so it was hard not to assume I'd answered that question already*
- *1 warden would have done on a panel of 6. Otherwise, a good process and with honest and interesting exchanges*
- *1 of the church reps was appointed because of their eagerness to be involved rather than their experience/skill in interviewing*
- *the interview panel was not a true representation of the church*
- *needed a gender balance*

Know what you need to know by the end of the process – and what you know already

- *you weren't clear enough about what you wanted to discover in the process*
- *I know that legally they have to ask all candidates the same questions, it made for a tedious conversation: several of the questions ... were clearly answered on the application form, which they had already read. In answering the questions, I simply repeated what I had already written and it was clear that they weren't expecting me to add any more*
- *rather too much focus on how I might deal with a problem church in the diocese*
- *why they had not asked more about my skills and experiences*
- *ask a few more detailed and challenging questions to check out my competence*
- *I'm not sure how much extra they learned about me from the interview - it felt very short and slightly stilted*

Paperwork

- *improve your paperwork and don't ask for one thing in the paperwork and then criticise when the question you really wanted to ask wasn't answered!*
- *I'd have liked to have been given more background information which I suspect was withheld because it might have been seen as negative*
- *lacked some basic information like number of occasional offices and when this was forthcoming it was inaccurate*

Before/ Briefing

- *admin before the interview was sloppy*
- *would have been helpful to know who was on the panel in advance*
- *the precis for the presentation ...was fluffy and nebulous. ...the application form was very tricky... it had very interesting questions but it was not easy to use electronically and you couldn't spell check*
- *information preceding the interviews was not secure leading to some unnecessary stress*
- *allow a visit prior to the interview*
- *I was away when the shortlisting was announced, and had requested that I be contacted on my mobile ... I only heard because one of my referees called me, so only got 6 days notice of what the interviews were to consist of*
- *we were asked to prepare a 5 minute presentation, but a couple of days before the interview were asked to prepare an extra 5 minute presentation*

Panel Preparation

- *I spent a lot of time preparing relevant material to show you - would have been good if it had got more than a glance*
- *the questions didn't seem to be individually tailored to me as a candidate - given the amount of time put into the process by*

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- *candidates, and the massive move that such an appointment means for the successful candidate, I would have expected more time to have been put in by the interviewers*
 - *The meeting with senior clergy prior to the interview was a real mess - they had not been given the same briefing as I had. They only had my name and nothing else. I could have come from the moon*
 - *I was surprised, in talking to the clergy involved around the process how little planning had gone into the process and how last minute the preparations had been. I was not surprised, but disappointed, that there was confusion in the interviewing panel about the planned future changes to the post, and that no-one seemed to have taken any leadership or responsibility on that issue*
 - *very little awareness of who I was or of the needs of the institution they represented*

Long and Shortlisting

- *shortlist of 10 was far too many!*
- *please only ask someone for an interview if you'd seriously have them*
- *too many short-listed...some sent home after ... presentation... asked to leave a room we were all in and told they were not needed any more. Not very pastoral!*
- *you weren't very interested in the key gifts and skills I thought I would bring to the role. I was very clear about them, so why did you bother interviewing me?*
- *I made a 10 minute presentation and took 10 minutes of questions on it, which told the panel no more than they already knew about me. I wasn't called for the second round the following day. So why did I spend 2 weeks preparing?! Feedback to me was that my presentation was the best one given, but that they were looking for something else. (I was already working in that area)*

Know what the candidates need

- *The selection panel formed only a small part of the interview process and was short - I wonder whether it could have been more encompassing in its scope*
- *why was my wife invited at this stage?*
- *the selection process was rather OTT*
- *it would have been good to meet potential colleagues informally & to look around the work venue*
- *rather disorganised, almost chaotic sense to the interview. Their inexperience showed through in the way the day was planned.*
- *some of the handovers (interviews / chats / tours) were rather rushed and not always clear what was happening next*
- *a 45 minute formal interview, informal lunch, application form and references isn't the most creative selection process!*
- *better organised tour around the parishes (but the lack of communication between the churches on this did confirm what the job description had hinted at)*
- *interview process was messy - informal look around then interview which was just the 2 parish reps and the bishop...the rush, to get it sorted left out a number of the formalities such as looking around the church building, meeting people other than the reps and wardens*
- *lack of opportunity to meet potential future colleagues and the one-way nature of the whole process*
- *maybe a little bit more of opportunity for mutual questioning between clergy and parish reps , especially in multi-parish jobs*
- *the interviews were very pressured for everyone - time allowed, themes that had to be covered etc. Find ways to relax the candidates and get to know them properly. Pressure will be part of the job so it's good for you to see how they respond to pressure, but you'll be working with the person and so their character and personality when they're not*

under pressure will be very significant too. You need to know what you're getting, so take more time to find out who each person is. If the bishop can't spare more time for the process, or other key players who may be working etc, then do the rest of the interviews / finding out without them.

- *the average marriage lasts 9 years: it's likely that your appointee will be with you for nearly as long as that time or even longer - would you decide on your marriage partner on just 3 hours of meeting them?*
- *the 12 hour day of touring the parishes the day before the interviews (which were first thing the next morning) was too long!*
- *I would have preferred either a longer interview or the interview split into two, so I could have had more time to give fuller answers and more time with individual panel members*
- *separate the formal presentation part from the interview part of the time together*
- *offer a better and fuller in-depth tour of the parish*
- *have someone from the Diocese there. Invite the spouses to have a look round*
- *include a tour of the parish and perhaps experience worship with the congregations*
- *my questions to the panel seemed to be a surprise*

Presentation

- *The "mini" sermon was artificial & awkward so of little indication of my real preaching style - a video of a real one would have been better or simply to have been asked what I would have talked about.*
- *I was asked to give a presentation, and told I could use MS Powerpoint. There was only a tiny laptop on which to do this, which was rather cosy!*

Think about the questions – and their impact – and what you will do with the answer

- *clear that questions had been written by clergy & distributed to laity to ask*
- *questions were too simplistic - I couldn't believe that they were asking for things so basic. What they were asking just struck me as being blindingly*

obvious that anyone who had got to the interview stage would just take all that for granted

- *feedback was that they did not understand the training course I had done and therefore did not think I had the experience - but they never asked any questions about it*
- *spend more time finding out about me, rather than what I would do in a given scenario*
- *ask questions based on the application form, not standard questions to each candidate*
- *be clearer in their questioning and more certain in their answers relating to facts*
- *too inflexible. They weren't actually interested in me as a person, solely in me as potential performer of a role!*
- *make sure the interviewers were all aware of what was being asked and why. It was a Team Rector post, so reps from some of the churches seemed to be a bit 'in the dark'*
- *a few questions were not very well worded, and I had no idea what the questioner was getting at*
- *don't let one person hog the questioning, and that he should be made to toe the line as regards the type of question he could ask*
- *not to ask irrelevant questions*
- *I felt that one of the interview panels was really not interested in what I was saying; asked classic 'closed' questions and rushed me.*
- *one panel member's questions were less clear and another seemed embarrassed by this and attempted to smooth them over - I would have preferred the space to handle it myself!*
- *some questions related to the interviewer's hobbies rather than the job or me! eg one asked if I explored my faith through art, visiting museums, art galleries -with under 5s ...the only art I am viewing is from small children!! - felt I had nothing to say but did answer it another way!*
- *more honesty about what they were looking for rather than questions about what books I was currently reading*

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- *with hindsight, more needs to be said at interviews about handling change - both how I manage change, and how the church as a whole would be likely to respond. I have hit the classic problem of a new vicar wanting to make changes, but certain key people are very resistant*
 - *questions were not especially penetrating, and I felt the interview was too short given the importance it has in deciding the future of the church.*
 - *10 minute presentation and 14 questions left 4 minutes for questions from me - perhaps one or two of the last questions could have been omitted to leave a bit more time for me.*
 - *ask follow-up questions where necessary*
 - *Some questions seemed to be repeated (there were two panels) so it was hard not to assume I'd answered that question already.*
 - *My questions to the panel seemed to be a surprise*

Similarity between profile and questions

- *Overall thought they did it well. Focused on job profile and required competencies*
- *One or two very odd questions...*
- *I felt that they were looking for qualities and gifts not disclosed on the profile and person specification*

Your impact

- *I didn't meet the real "you"*
- *interview was very intense. Having an archdeacon acting as referee for the sake of the interviewee was very helpful*
- *Relax! Some of the panel members (the less experienced) seemed more uptight than if they were being interviewed. Not really helped by the necessity of asking the same questions of all the candidates, which made the process lack spontaneity*

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- *to one person in particular: do your tie up and leave your blackberry alone*
 - *have some younger more dynamic people!*
 - *there were times when it felt more as if the bishop were briefing me for the job rather than interviewing me (a polite way of saying he talked too much!)*
 - *the attitude of some of the panel was defensive*
 - *not to give opinions concerning the previous candidate when it could be overheard by the next!*
 - *it shows when you are not at ease*
 - *relax - I agonised for them not for myself*
 - *the panel members [were] using their lap-tops on the table - so it felt as though they were hiding behind them. (I don't think they actually were, but it felt like it.)*
 - *for ... not to read his Blackberry or do his post during the interview!*
 - *not a very welcoming experience at all*
 - *the person that I would have been working with said very little during the interview which seemed strange*
 - *I was the last candidate during a whole day's interviewing - they looked tired & miserable!*

Stand in candidates shoes

- *Clergy should be able to apply anonymously - i.e. without knowing who else is going for the job. Things should be structured so that they do not meet the other candidates, rather than the current 'trial by quiche' where they are all in the same room trying to woo parishioners. I think this is humiliating and unfair*
- *Not meet and visit with the other candidates which is excruciatingly awkward*

Size

- *Too many interviewers ...asking questions that did not draw the best out of me (8 respondents)*

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- *Not to have seven people sat in a line with pre-prepared questions, some of which I'd already answered before they got to their turn!*
 - *I was OK with the large panel but this could have been daunting for some*
 - *8 Selection panels!*

Pace

- *allow longer for an interview*
- *would have benefitted from a bit more time/space between panels/interviews. I had three in quick succession.*
- *being given time "off" between interviews may seem great but if you are new to an area there is only so long you want to drive/wander around*
- *I felt worn down by the "informal" session the previous day*

The room

- *provide a lectern as they asked me to come with a sermon to preach*
- *sit in a better formation ... so I didn't need a neck like an owl*
- *better venue for the interview - it was in a home and I had to wait in the kitchen with his wife!!*
- *the setting was intimidating*
- *interview sat in garden with kids playing in paddling pool*
- *use a better room - the one we used was cluttered and too small for the 9 interviewers plus me!*
- *set up the room differently. There was a table with 6 people crammed around one side and me on the other. Also not very wide so I was only about 2 feet across from the bishop who was chairing the interview. It felt like a very up-close conversation with him and numerous henchpeople. I would have put chairs in a circle, so that everyone could see everyone else and there would have been no barriers*
- *the interview in a small room, around a small table, [was] very challenging.*
- *we all sat around a smallish table and frankly there was not enough physical space*

- *choose a more friendly room for the interview. Sit in a circle rather than them and then me!*

Two way Discernment AND selection

- *allow the candidate to explore with the panel whether this is the right job for them, rather than expect them to convince you they are called to the role*
- *give me the opportunity to present my vision and ideas for the area*
- *share a little more of who you are - their visions and dreams as well as ask mine*
- *allow more time for me to ask questions and for a two way dialogue.*
- *you would do better not to meet as a large group and to create a dialogue rather than one way questioning. Within the confines of the latter it was fine but it is a poor system*
- *process did not give much indication of seeking God's will. More shared prayer over the interview days would have helped. Also, I would like to have had more questions about personal faith - what it means to me to be a Christian, and a Christian minister*
- *Chairman should not have told candidates that if offered job they would have to decide within 12 hours*

Feedback after the interview

- *there was no chance of feedback, even if I hadn't got the job, and I did get the job*

6. Knowing what you know now, how closely did the person and parish/church profiles meet reality?

0%	0.7%
25%	11.9%
50%	23.7%
75%	54.8%
100%	8.9%

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7. Calling, Competence and Chemistry: which of these did your interview focus on most?

Calling	7.2%
Competence	61.6%
Chemistry	20.3%
Equal between the three	22.5%

- *I nearly withdrew because of the secular feel of the interview*
- *it felt competitive*

8. Do you think that the interviewers met the real “you”?

Yes	79.4%
No	20.6%

9. Did you understand what was being asked of you at selection/ interview? How clear was it?

Not at all	0.7%
Not very clear	17.4%
Clear	57.2%
Very clear	25.4%

10. How long was the interview/ selection encounter in total?

Process:

Less than half a day	5
Half a day	7
1 day	26
24 hours	33

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36 hours	2
48 hours	1
Interview:	
Less than 30 minutes	1
Up to 60 minutes	46
1-2 hours	34
2-4 hours	11

11. On reflection do you believe the right decision was made?

Yes	90.6%
No	9.4%

12. What did you learn from the process that you will do differently next time you are interviewed?

Research

- *ask questions about the process before embarking on it*
- *try to find out the mindset of the interviewer*
- *try to understand better what they might be looking for that is not disclosed on the application*
- *visit the parish before interview or even applying; have a meeting with the Churchwardens before interview (so we do not waste each other's time!); if possible, worship in the church before interview*
- *I will get more advice and information before another interview*
- *check out the background of the Archdeacon / Bishop interviewing me. I was slightly embarrassed not to know that the Archdeacon had until recently been the vicar in the neighbouring parish*
- *don't bother with regional adverts*

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- *I came down to meet people and see the parishes before the interview, and my experience has confirmed that I will always do that in future*
 - *ask for time to visit and experience the place in action beforehand*
 - *try to find out whether or not I have a realistic chance of getting the job. I am sure that for some on the panel I was genuinely being interviewed but I am also certain that for others the other candidate was their favourite one and there was little or nothing I could have done about it. As far as what I did do was concerned I felt that I was genuine and the real me, and I was very grateful for what Claire did to get me to that point but I was up against an impossible challenge*
 - *try not to apply for a job where they are discriminatory, but it is hard to spot that in advance!*
 - *try to understand better what are the rules of the game they are playing (different interviewers have different agendas, which shape expectations)*
 - *research the detail and expectations much more beforehand*
 - *ask for a lot more information before agreeing to be interviewed*

Paperwork

- *my application form was not as good as it could have been but I interviewed well, I believe. Ironically, for a previous interview for a post which I was not appointed to, my application form had been better, but I was too diffident at interview*

Preparation

- *come better armed with evidence of effective ministry*
- *check out the job spec more carefully*
- *prepare thoroughly using example based illustration*

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- *were aspects of the post on which I was not well briefed and that was my fault. I had spent too long on some things and not long enough on others*
 - *write down the answers to the questions I expected, so that I had clearer recall of the points I felt I wanted to make*
 - *be differently prepared - with regard to forecasting the questions*
 - *ask for clarification, upon finding out details of interviews, of exactly what is wanted, especially in 'practical' exercises*
 - *previous experience and telephone coaching helped me through this interview.*
 - *put more preparation into the presentation*
 - *prepare thoroughly, but also try to relax*
 - *concentrating on the presentation meant I hadn't prepared for the interviews as well as I might*
 - *be clear about the kind of post I'm looking for before the interview starts!*

Pace and presence

- *be myself*
- *try to maintain a full sense of engagement throughout the period*
- *be more relaxed - it wasn't easy in front of a group of 16 interviewers*
- *not get so anxious!*
- *go in with a more positive attitude*
- *seek to be more honest and less concerned to 'sell' myself*
- *this was the eighth [interview] ... so I accepted.... run out of energy to deal with any more interviews, or ... rejection...I had developed a technique to get a job which in the end did not reflect me and my needs and had just become this is how I need to behave and speak and this is what I need to be expressing to get a job!*
- *Not cry!*
- *to speak more - I said little but answered all question*

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- *relax more*
 - *try and work out what the panel are looking for rather than to simply be myself*
 - *to not be bullied by the process that is being used to assume a particular role*
 - *not to be so nervous or overawed by the other candidate who was more experienced*
 - *to go where my heart is*
 - *I was too tense and intense and needed to be more accommodating /relaxed / "go with it"*

Appropriate control

- *ask for some 'time out' between interviews (even if just to nip to the loo!)*
- *more time to meet a cross-section of the people in the Parish*
- *I would be more clear about what I thought they weren't addressing and later to be able to say 'we agreed at my interview that responsibility for x was outside the remit of this post.'*
- *be much clearer in my own about why / whether I want the job and therefore be clearer about what I need from the interview*

Answering Questions

- *I hope I don't have to go through it again! It was my 3rd interview... learnt to be honest about myself and my dreams for the post... but also to speak in a language the interviewers could hear/understand*
- *emphasise the breadth of my churchmanship rather than indicating my preference. Be entirely positive and enthusiastic about the post, and not ask any question about it that could be interpreted negatively.*
- *some of my answers could have been put better. The verbal and later written feedback was very affirming. Next time I'll 'talk myself up' to demonstrate my gifts, talents, and abilities.*
- *manoeuvre the questioning to be focussed on what I bring that matches what they need, rather than want*

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- *one question - tell me about the sermon you preached on Sunday – my response 'I didn't!' I should have reframed the question - 'the last time I preached.....'*
 - *not be quite as vulnerable and honest about my lack of experience in certain areas*
 - *I will try to state the blindingly obvious - but because I regard it as obvious it is difficult to see it. I will also try to be more focused and try to convey 'me' even if the questions are rather dull - though having said that if they are dull why would I want to work there?*
 - *answer the questions I thought they ought to ask rather than the questions they did ask!*
 - *try and remember the question being asked of me by the time I gave the answer!!*
 - *not to assume that the panel know your application form so well that you can't repeat information put down there (although, clearly to be expanded during the interview with other relevant experience)*
 - *be aware of the rogue questioner*
 - *to not be bullied by the process that is being used to assume a particular role*
 - *concise answers and better examples from past experience*

Presentation

- *work on how to 'relax' into presentations and also simply presentation.*
- *avoid the use of Powerpoint as most people are not interested - so I didn't use it, but to speak from the heart having prepared thoroughly beforehand.*
- *prepare my presentation differently, do a practice run & be timed. I went over time in the interview.*
- *better preparation on the practicalities of the presentation*

This is a two-way process

- *I will ask more questions myself*
- *this was the first post I had applied for where I was not offered the post, so it was useful to experience the emotions and process of not being successful (though 'successful' would not have been the right word if I had been offered it, as it was not the right post for me). I would in future push more about the questions I had of the post, and do a bit more interviewing of the parish to try to work out what they thought they wanted and why*
- *I will see it as far more of a 2 way process and ask careful questions*
- *dialogue is important, they are being interviewed as much as I am*
- *say less; ask and challenge more*
- *ask the panel more searching questions in order to have a clearer understanding of what is required for the position*

Reframe the questions

- *Prepare to read 'behind' the questions rather than answer what they asked. They asked "what would you say to..." when they really wanted to know "What is your view". I gave a pastoral answer*

Consider what they might ask you (not learn answers!)

- *Be ready to answer a question about my weaknesses! It was a blindingly obvious one, but I wasn't ready but it did create a moment of humour!*

Know what's different about you

- *think more about my USP*
- *put forward more of myself, even if that appears not to be wanted*
- *really 'go for it' when the competition is close; to let the inner passions out and show what is under the bonnet*

Know what you *need* to know in order to make a discerned decision

- *ensure that I do get an opportunity to find out more about the role and the place as well as just being interviewed*
- *be more of a detective to find the truth. I still believe I am in the right place but the competent, able thriving parish which was presented on the profile is a myth*
- *I'd been out of work for a long time and had become desperate to get any job, but next time I'd try to remember that... I'm interviewing them as much they're interviewing me. Prepare the best I can, and if they don't like what they see, well it's not meant to be. And find a friend who'd remind me of that when the rejection comes through!*
- *ask more about the complexities of the role*
- *ask more "stupid" questions like how often does x happen... things mentioned on the profile such as Sunday School no longer actually happen. And I would certainly insist on seeing a hard copy of the accounts they were also not as described*
- *particularly around financial information and whether I was required to be a trustee of any charities - (this has taken up an awful lot of my time!)*
- *ask more probing questions about some of the issues raised in the profile*
- *delve a little more deeply into what's not being asked*

Keep your discernment switch on

- *chemistry with colleagues is enormously important to get an idea of. I didn't this time and won't make the same mistake again!*
- *I would try to dig for undisclosed information especially about recent developments that may influence the working environment*
- *trust God and not myself nor others who love me!*

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- *think more carefully about misgivings beforehand*
 - *just be yourself - and be open to what God is doing even when you feel daunted by the task. Would I ask more questions of the church - maybe.*
 - *I'll ensure I keep in mind that the discernment process is bilateral, not all about them judging me!*
 - *God has plans and purposes for his people. It was my sixth interview for this kind of posting*
 - *spend more time on "calling"*
 - *how important it is to be well prepared and relaxed: it's a calling that's being tested not a competition. Or at least, that's the theory.*
 - *Take less notice of the parish profile, more notice of what I actually observe, and spend much more time making my own diagnosis once in post*

Remember to ask

- *I think I would address issues of change, and how people handle change*
- *Ask more about the power structures/people in the congregation (who has been 'holding the fort') during the interregnum*

Afterwards

- *try and take a few hours off after it*
- *not to be forced into making a quick decision*
- *I'll also consider asking for a short time to respond to any invitations to accept a post rather than feeling under pressure to say yes immediately*

Help the panel imagine you in the role

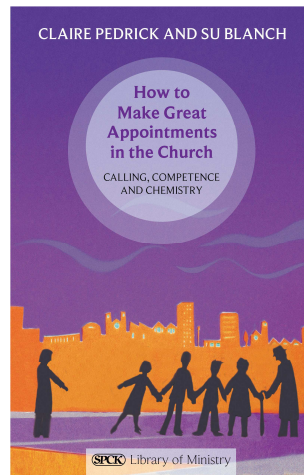
- *be very clear about how I would do the job/role even if not asked directly*
- *To have a clear vision of what I would bring to the parish*
- *be much clearer in what I can offer a parish*

Clergy Experience of Appointments 2011

And

- *Don't suspect next interview will be like the last one*
- *I now trust what worked based on my course with 3D*

Read more about how you can make your selection process even more effective in



If you are interested in talking to us about training others to

- Interview more effectively
- Navigate the selection process and be themselves at their best

Contact Claire Pedrick on 01462 483798

Or look at the Clergy area of our website www.3dcoaching.com

**Remember: Next time you could be on the
other side of the table!**

Thanks to everyone who took time to share their experiences with us to make this survey possible