

*PPM Global Presents*

**Ministry Assessment Questionnaire**

**Personalized Expanded Assessment Results Profile**

A Synopsis for Shemena Shivers

*Thank You*  
*For the Honor & Privilege of Serving Your Destiny*

Dear Shemena,

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](http://www.ppmglobalresources.com)  
1-877-419-1299

Shemena Shivers

### **Shemena Shivers's Personalized Ministry Assessment Profile**

Your dominant ministerial manifestation has been identified by the MAQ as Teacher. It is supported by your highest ministerial gifting, which is indicated as Special Ministries. Your ministerial gifting seems to flourish best in a(n) Teaching environment. For you this means that you would thrive best in the classroom in a school, or other training setting. You would also prosper in a church that emphasizes teaching more than preaching. 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 27% 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 58% measures the extent of your ability to comprehend the scope of the ministerial manifestation 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 maturing 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 Interpersonal Interaction with the Holy Spirit & Inner Government. In contrast, when it comes to your MAQ identified ministerial manifestation 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 manifestation, 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.

### **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](http://www.ppmglobalresources.com) or call 877-419-1299 to speak with a representative.

#### **Development Recommended: Refer to Advisor Recommendations, which may include:**

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

**Shemena Shivers**

### ***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.

### ***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.

Shemena Shivers

### ***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.

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***

**ASSESSEE: 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.

**Shemena Shivers**

***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.

***PPM Global Resources, Inc., Proprietary Assessment Information***

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.

Our company will not support or guarantee the accuracy, quality, relevance, application, or appropriateness of any conclusions derived from self advisement or from those obtained from unauthorized advisors. PPM Global Resources, Inc., will also not acknowledge or endorse counsel, instructions, recommendations, suggestions or courses of action proposed by unauthorized advisors, nor will it honor requests from them to implement any unapproved programs or processes. In addition, our certified advisory staff members are not obliged to comply with any program of study, practice, or service outside of our own, or those of its recognized partners. To learn more about our certified advisory staff and who is authorized to process and interpret your results, contact PPM Global Resources, Inc., at 1-877-419-1299.

***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](mailto:ppmglobal@ppmglobalresources.com).