

Psychological Assessment Guidelines for Psychologist



_____ has applied to Servants with a desire to join one of its long-term mission teams living and working among the urban poor, and has given your name as an assessor.

Work with Servants is as demanding as it is rewarding. Volunteers will live with and share in the lives of urban poor people from a very different culture. This will require ability to:

- Adapt to new and/or different cross-cultural settings
- Effectively work as part of a team
- Adjust to conditions of urban degradation, to quickly form sustaining relationships
- Deal with stress and powerful experiences and process these effectively
- Exhibit the skills necessary to complete the tasks they take on in their work and ministry

The applicant will be working as part of a team, requiring high social and emotional maturity. Servants workers will have to show lots of initiative, adaptability, self discipline, and emotional resilience.

As part of the steps to joining the team, Servants requires a psychological assessment to screen for strengths and vulnerabilities in crossing cultures and being a member of a team working in this context. Recommendations in the areas of suitability of the applicant for this type of work, as well as recommendations for care under stress would be very helpful.

Servants has found success with using the **Tennessee Self-concept Inventory** and the **NEO Personality Inventory**. We recognize that all psychologists have their own preferred tools for assessments and ask the psychologist to use their best discretion in determining which test(s) to use. We have also found that the Inventory of Spiritual/Emotional Maturity from *The Emotionally Healthy Church* by Peter Scazzer is a helpful supplement to be used with one of the above stated inventories.

A counselor trained in assessments, whom we work closely with, has drawn out these "Predicting factors" from the research on cross cultural workers, to guide herself through the assessments she does. You might find these helpful too.

Cross-cultural adaptability is found to be predicted by:

- Quality of long term relationships at home and abroad
- Fit with job skills and solid job knowledge
- Adjustment of spouse and stability of family
- Personality traits of perseverance and patience
- A strong definition of oneself
- Ability to form new, good interpersonal relationships

A successful (functioning and effective) missionary profile tends to include the following:

- May report some emotional difficulties and psychosomatic illnesses which are not experienced as overwhelming
- A strong definition of self: less defensive, able to regulate one's emotions, able to be autonomous
- Values interpersonal relationships, has satisfying relationships with peers, at home and abroad
- Respect for authority and social standards

Psychological Assessment Sample

SJ Ball



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