

CANDIDATES DEPARTMENT
New Zealand, Fiji & Tonga

SELF-ASSESSMENT TOOL

for those considering full time leadership within The Salvation Army

Instructions

The purpose of this self-assessment is to help you gauge your readiness to undertake a lifelong vocation in The Salvation Army. The goal of the assessment is not to achieve a 'perfect score,' but to be honest with yourself about your readiness to be an Officer, identifying those areas you may need to work on.

Read each question below. After you have read the question, read the information under boxes 1, 3, and 5. These are designed to give an idea of a potential response for each of those scores (1, 3 & 5). Think about where you rate yourself on the question. Write your score down and, if you wish, add your own response.

Please complete the form by yourself; don't ask anyone for their opinions. Take as much time as you need to reflect deeply and honestly on these questions. If your spouse is also considering applying to become an Officer, your spouse could complete a separate self-assessment. After the two of you are finished, you may like to discuss your answers.

This self-assessment will take between 30 minutes and an hour to complete—a small amount of time to devote when you are making such an important decision.

It may be helpful to share your results with your Corps Officer and/or Divisional Candidates Secretary, and for you to share what you learned about yourself as you completed the assessment.

If you have any questions or would like to discuss any of the items on this self-assessment, please contact your Corps Officer or Divisional Candidates Secretary. For further information please head to salvationarmy.org/SayYes.

Thank you for your honesty and reflection.



1. Are you prepared to share your experience in Christian faith?

An officer of The Salvation Army must discuss spiritual matters with spiritual leaders, spiritual peers, members of a congregation, and even those who are not yet active in the Christian faith.

Have you experienced conversion and a growth in holiness that you are prepared to share? Have you cultivated a prayer life and an active study of the Bible? Would you be comfortable interpreting a passage of scripture? How comfortable would you be discussing spiritual matters?

Score	1	2	3	4	5
Potential Responses:	<p>I am still uncertain about what exactly I believe, so I cannot discuss spiritual matters with others.</p>	<p>I feel that I am in the process of spiritual growth, but I still have many uncertainties.</p> <p>I do not know the Bible well, and I do not pray actively.</p> <p style="text-align: center;">I am not sure what a Christian life of devotion really entails.</p>		<p>I give much thought to my spiritual life and am active in Bible study and prayer.</p> <p>I enjoy discussing spiritual matters with friends and peers.</p>	

My score:	My response:

2. Are you willing to work with people of all ethnic backgrounds and with different world views?

The children and adults served by The Salvation Army may not share the same beliefs or customs as you and your family. Some children and adults may be able to accept your beliefs and customs, though others may never fully accept or meet your standards.

Score	1	2	3	4	5
Potential Responses:	<p>I have had little exposure to different beliefs and customs.</p> <p>I would prefer that other people accept my beliefs as their own and adopt the customs I am comfortable with.</p>	<p>There have been occasions in which I have found it difficult to accept the differences of others, but the majority of the time I am an accepting person.</p> <p>I believe I could be open to beliefs and customs which are new, unfamiliar, or different from my own.</p>		<p>I believe that my ability to accept others and understand differences among people is one of my strengths.</p> <p>I am willing to serve suffering humanity. I enjoy learning about the worldviews, beliefs, and cultures of others.</p>	

My score:	My response:

3. Do you have the emotional capacity to care for the spiritual and physical well-being of people you do not know, to save the lost, and to bring people to Christian faith?

Caring for the poor, the marginalised, and the needy may be extremely emotionally demanding. Consider the emotional demands you already have. Are you prepared to meet an increase in the demands placed upon you?

Score	1	2	3	4	5
Potential Responses:	<p>I could only work with someone who is not too emotionally demanding. I already have so many people who depend on me; I am really not prepared to take on more emotional responsibility.</p>	<p>Although sometimes I feel like I already have too many emotional demands, I think I could still accommodate the demands of those in need.</p>	<p>Emotional demands are never easy but I am at a point in my life where I feel I have enough to give. I am very emotionally stable and I feel prepared to accept the additional emotional responsibility of a vocation devoted to serving others.</p>		

My score:	My response:

4. Do you enjoy a variety of interpersonal relationships?

The ability to cultivate mature relationships with others is a critical skill for an officer of The Salvation Army.

Score	1	2	3	4	5
Potential Responses:	<p>I tend to have friendships with only a few people who are a lot like me. I am uncomfortable around people who are different in age, culture or race than me. That's just how I am.</p>	<p>I have a close circle of friends and am able to relate well to a diverse range of people. when required to in work/life/ministry situations.</p>	<p>I am comfortable meeting people of all ages and from many walks of life. I know what my personal boundaries are and I respect the boundaries of others.</p>		

My score:	My response:

5. Are you living a lifestyle in line with The Salvation Army's soldier's covenant?

Officers are expected to uphold the standards expected of every Salvation Army soldier. Do you know what's expected? Are you walking the talk?

Score	1	2	3	4	5
Potential Responses:	<p>I don't know what is expected, but I don't think my lifestyle is anyone's business but my own.</p>	<p>I'm still learning what the lifestyle of a soldier should be like. There are a couple of areas that I'm finding particularly difficult, such as _____ _____.</p>	<p>I'm not perfect, but I make every effort to ensure my lifestyle matches the standards expected of a senior soldier. I want to be a good example to others.</p>		

My score:	My response:

6. What are your strengths and weaknesses of character?

We all have strengths and weaknesses. As you begin exploring officership, you will need to highlight your strengths and work to improve areas of weakness. Consider how able you are to motivate others and lead by example. Do your actions demonstrate maturity, honesty, and integrity both at home and at work? Do you enjoy a balanced temperament, or are you easily upset or stressed? Are you able to accept responsibility for your own actions and your own mistakes?

Score	1	2	3	4	5
Potential Responses:	<p>I am not interested in addressing flaws within myself. I would rather work to improve other people.</p>	<p>I must have some weaknesses of course but I am not sure I can say what they are. I am a pretty good person even if my actions aren't always good.</p>	<p>I can easily identify my strengths and weaknesses. I am working on my areas of weakness. I rely on God to move in my life and bring about spiritual formation.</p>		

My score:	My response:

7. Are you willing to be open and honest?

If you become a candidate for officership, you will certainly lose some of your privacy. You will be interviewed by your corps officer and by the Divisional Candidates' Board. You will be asked very personal questions and may be challenged in your beliefs and practices.

If you become an officer, you - and your family - could be in the public eye, as you seek to connect with people in your appointment and beyond, in the community. Meetings and activities may be held in your home.

Score	1	2	3	4	5
Potential Responses:	<p>My privacy is very important to me and I would find these intrusions very difficult. I especially do not want my family interviewed.</p> <p>I am not comfortable with people coming into my home.</p>	<p>I can accept that I will be interviewed through the application process. However I cannot guarantee that I will feel comfortable answering too many personal questions.</p>	<p>Although it might be challenging to answer very personal questions I recognise that this is necessary to ensure that I am an appropriate candidate for The Salvation Army.</p> <p>I am comfortable opening up my home to visitors - within reason, of course.</p>		

My score:	My response:

8. Are you open to receiving feedback?

During the application process, you will be guided by your Corps Officer and Divisional Candidates Secretary who will work with you to enhance your strengths and to work to improve any weaknesses. You will not be able to proceed towards officership until The Salvation Army feels you are ready and have made changes necessary to devote your life to service.

Score	1	2	3	4	5
Potential Responses:	<p>I have difficulty being told how to act and work. I believe I know what is best for me. I don't appreciate others pointing out my flaws.</p>	<p>I can accept feedback and do not mind getting suggestions to grow but I can be sensitive when I get negative feedback or when my ideas are challenged.</p>	<p>I would rather be guided through a development process by those who best know The Salvation Army and have experience serving as officers. Suggestions and feedback even if personal would be welcomed.</p>		

My score:	My response:

9. Are you willing to complete the required training?

The Salvation Army requires you to complete two years of intensive training, based at Booth College of Mission, Upper Hutt. In addition to time in the classroom, cadets will have reading and work to do in their own time, as well as being involved in activities at nearby corps and social centres during the week and on Sundays. Training requires self-discipline and good organisational skills.

Score	1	2	3	4	5
Potential Responses:	<p>It would be extremely difficult for me to attend training. I cannot devote two or more years to training.</p>	<p>It will be difficult to rearrange my obligations in order to find time for training.</p>	<p>I am looking forward to furthering my education. I am prepared to devote the majority of each day to attending classes and completing assignments.</p>		

My score:	My response:

10. How would you rate your communication and personal management skills?

Officers must communicate effectively in a variety of means to a variety of people. Please rate yourself honestly in your skills. A weakness in one area will not disqualify you for officership; rather this will be something you can work to improve as you move forward.

Rate yourself on a scale of 1 to 5.

1 = very weak; 2=somewhat weak; 3=neither particularly weak nor strong; 4=strong; 5=exceptional.

Area:	My score
Verbal skills	
Writing skills	
Listening skills	
Computer skills	
Intellectual ability	
Decision-making	
Organisational skills	
Ability to set and achieve goals	
Gather information from a variety of sources	

12. How skilled are you at managing your time?

It is often very difficult to juggle personal responsibilities and full-time ministry at once. Being an officer with The Salvation Army requires that you successfully manage your time and that you be organised.

Score	1	2	3	4	5
Potential Responses:	<p>I tend to forget projects appointments and deadlines. I know that I need much improvement in the area of organisation and time management.</p>	<p>I try my best to stay organised and to manage my time well but I do have a hard time managing unexpected tasks. I sometimes struggle with promptness and procrastination but I always finish my tasks and do what needs to be done.</p>	<p>No one is perfect but I think I do a pretty good job at remaining organised and managing my time. I am able to set priorities and plan my days and tasks accordingly. I can't recall the last time I forgot an appointment or a deadline.</p>		

My score:	My response:

13. How skilled are you at managing your finances?

During the application process, you will be asked for a statement of your current financial position. Personal finance management is a good indicator of overall finance management capability - and every officer appointment involves working with finances to some extent, managing a corps or social centre budget, recording what vouchers are handed out to clients, fundraising activities and so on.

Plus, training and service as an officer brings significant changes to an individual or family's financial situation. Cadets will usually rely on Student Allowance payments throughout training. An officer's salary may be significantly lower than what you are currently earning. Are you prepared for that?

Score	1	2	3	4	5
Potential Responses:	<p>Frankly my finances are a mess. It seems like I never get ahead. I do not know what to do to get rid of my debts.</p>	<p>I've had some difficulty, but I'm on the road to getting my finances under control. I have some debts but I will have a debt elimination plan in place prior to becoming an officer.</p>	<p>I am able to keep track of my finances and I live within my means. I have some debts but I have an adequate plan in place to see that these debts are paid off as soon as possible.</p>		

My score:	My response:

14. How skilled are you at leadership and teamwork?

Officers are spiritual leaders who are tasked with leading the mission of The Salvation Army wherever they are appointed. This rarely happens in isolation - you work with clients, Salvationists, peers, employees and so on.

Score	1	2	3	4	5
Potential Responses:	<p>I prefer to work alone. I find I get things done much better and quicker if I do it myself.</p>	<p>I haven't had much opportunity to be in the role of leader, but I enjoy being part of a team.</p>	<p>I've had numerous opportunities and experiences leading a team of people to reach our expected goals.</p>		

My score:	My response:

15. Are you confident?

Officers have a lot of 'up front' responsibilities - preaching, leading worship, praying and so on. During training, lots of practical instruction is given, plus the opportunity to 'give it a go' yourself.

Score	1	2	3	4	5
Potential Responses:	<p>I'm terrified of public speaking. I flat out refuse to do it.</p>	<p>I get nervous about standing up in front of people, and I'm sure it's really obvious to others. I'm hoping that with practice, I can get my nerves under control.</p>	<p>I've been fortunate to have lots of experience in front of people at work and church. This doesn't faze me at all.</p>		

My score:	My response:

16. How do you feel about living in community?

Part of living Kingdom values means living as a united community of faith. During training and ministry with The Salvation Army, you will be expected to interact with members in your city, church community, and with other officers or cadets. Sometimes you may also live in very close proximity to others.

Score	1	2	3	4	5
Potential Responses:	<p>As much as I would like to think that I would do well always being around other cadets or officers the idea really makes me nervous.</p> <p>I do not get along well with others sometimes.</p> <p>I think I would do best with my own personal space no matter what.</p>	<p>I have not given much thought to living in community.</p> <p>I have my bad days just like everyone so I suppose that living in community might be a challenge for me but I am certainly willing to try it out.</p> <p>I will do my best to be respectful, courteous and kind.</p>	<p>Living in community will give me the chance to live out my faith in a new way.</p> <p>I expect it will be difficult at times.</p> <p>I will aim to find time for myself when I need it and I can be respectful and patient with others when they are having difficult times or need time for themselves too.</p>		

My score:	My response:

17. Are there relationships from your past that have not been resolved?

In order to be successful in full-time ministry, you must actively practice the disciplines of repentance and forgiveness. All of your relationships should be in good standing prior to beginning your ministry with The Salvation Army. Are there relationships from your past that have not been resolved? Are you currently involved in divorce, child custody, or paternity proceedings?

Score	1	2	3	4	5
Potential Responses:	<p>I have several relationships in conflict but I am not really interested in addressing them. I think it is best if I just move on from these relationships. There is no sense drudging up the past.</p>	<p>I have a few relationships that are currently not in good standing but I am willing to forgive others and ask for forgiveness so I can resolve the conflicts and submit all the relationships to God's authority.</p>	<p>I have made my share of mistakes in relationships but I have submitted all relationships to God. I have asked for forgiveness from those I have wounded and I have forgiven those who have hurt me. I cannot think of a relationship that is not in good standing.</p>		

My score:	My response:

The next three questions ask about you and your family – think about the family you live with (if applicable) as well as other family members that you are particularly close to, such as your parents or adult children.

18. How strong is your family?

Full-time ministry to others can test the strength of any family. This is especially true if there are existing conflicts or unresolved issues.

Score	1	2	3	4	5
Potential Responses:	<p>Although we mean well I have to admit that there are conflicts and problems present in our household. I have actually hoped that officership could be the dramatic change we need to ease some of the strain.</p>	<p>My family is not the most chaotic or difficult family I have known but we definitely have our share of difficulties. I don't believe officership would make our family situation unbearable.</p>	<p>Like any family my family has had its ups and downs. But generally we are stable. We are each able to discuss concerns openly and work out our difficulties.</p>		

My score:	My response:

19. How physically healthy are you and your family?

Work in The Salvation Army can be physically demanding at times. Your physical condition (including your weight) will affect your ability to perform the duties of an officer. Health can also influence the type of service for which you are best suited.

Score	1	2	3	4	5
Potential Responses:	<p>Either myself or members of my immediate family have major health difficulties which require my constant attention.</p> <p>I am concerned about my ability to meet the physical demands of officership. This may not be the right time for changes.</p>	<p>Neither myself nor any members of my immediate family have major medical or physical limitations.</p> <p>However there are some minor health issues that need my attention on an ongoing basis.</p>	<p>Myself and my family are in excellent physical condition.</p> <p>I have no concerns about my ability to meet the physical demands of the position.</p>		

My score:	My response:

20. How mentally healthy are you and your family?

Work in The Salvation Army can be spiritually and emotionally demanding. Your mental condition will affect your ability to perform the duties of an officer. Mental health can also influence the type of service for which you are best suited.

Score	1	2	3	4	5
Potential Responses:	<p>Either myself or members of my immediate family have major mental health concerns which require my constant attention.</p> <p>I am concerned about my ability to meet the spiritual and emotional demands of officership.</p>	<p>Neither myself nor any members of my immediate family have major mental health concerns.</p> <p>However I or a family member are now receiving treatment for mental health issues or have received treatment in the past for mental health concerns.</p>	<p>Myself and my family are in excellent mental condition.</p> <p>I have no concerns about my ability to meet the spiritual and emotional demands of the position.</p>		

My score:	My response:

Do you have dependent children? If not, go to the next question. If so, read on:

21. How are your children doing?

Like full-time secular employment, the time you spend in officer training and in service to others is often time spent away from your own children. Are your children doing well enough for you to be dedicated to full-time service outside the home? How well do they get along with each other? How would they react to your ministry?

Score	1	2	3	4	5
Potential Responses:	<p>I have children who demand constant care and attention. They are having difficulties both at home and at school. I know my children are not excited about my becoming an officer but they'll get used to it.</p>	<p>My children require significant attention. They have some problems either at home or at school. I think I could manage my training and officership service while still managing my own children.</p>	<p>My children are not exceptionally demanding of my time or energy. They are doing well at home and at school. They support my choice to be an officer and want to help in any way they can.</p>		

My score:	My response:

Are you married or engaged? If not, skip to question 22.

How strong is your relationship with your spouse (or fiancée)?

A Salvation Army Officer couple works together and often lead together. Your marriage will need to be a strong, secure unit. Are you both in agreement about the decision to pursue officership?

Score	1	2	3	4	5
Potential Responses:	<p>Our marriage is rocky. We disagree about many things.</p> <p>Although my spouse is equally keen to become an officer, I'm not sure we can work together.</p>	<p>I consider my marriage stable and our relationship is good.</p> <p>It will be a big adjustment, training and working together.</p>	<p>I have a strong committed relationship with my spouse. We both enjoy the same activities and we rarely disagree. My spouse is as excited as I am at the prospect of becoming an officer.</p>		

My score:	My response:

Are you single? If not, go to question 24. If so, read on:

22. Are you ready to commit to celibacy while you remain single?

As a single officer in The Salvation Army, you must agree to a celibate lifestyle while you remain single. How prepared are you for this lifestyle? How will you handle temptations, especially during times of great strain or loneliness?

Score	1	2	3	4	5
Potential Responses:	<p>I am not sure I understand the need for celibacy.</p> <p>If married officers are not expected to be celibate, why should I?</p> <p>I do not think I want to sacrifice my sexual activity for this service.</p>	<p>I am concerned about my ability to be celibate.</p> <p>Though I do not think it would be a problem for the short-term, I cannot predict how I may react to temptation down the road.</p>	<p>I am strongly committed to a life of celibacy in order to devote all my energies to spiritual work.</p> <p>I have led a celibate lifestyle in the past so I am confident this will not be a challenge for me.</p>		

My score:	My response:

23. Would becoming an officer create any potential conflicts?

You may have one or several potential conflicts to becoming an officer. These will not necessarily exclude you from candidacy, but you must be aware of them in order to overcome them. Potential conflicts could be with: a doctrine of The Salvation Army; the principles and procedures of The Salvation Army; The Salvation Army's position on sacraments, alcohol, drugs, or tobacco; breaking ties to secret societies; the authoritarian Salvation Army system; and the discipline of a simple lifestyle for all officers.

Score	1	2	3	4	5
Potential Responses:	I have several of the conflicts listed above. I do not believe they should exclude me from being an officer and I am not willing to change my views.	I have one or more of the conflicts listed above, but I would like help to eliminate these conflicts so that I may pursue being an officer.			I do not have a conflict in any of the areas listed above. I respect the Army's authority, principles, practices and doctrine.

My score:	My response:

24. Are you prepared for the loneliness of leadership?

Life as a leader can be challenging. The demands of an appointment can make it difficult to keep in touch with close friends and family. You may be asked to serve in a location that you have never visited and where you know no one. Whether married or not, officership can be a lonely road at times.

Score	1	2	3	4	5
Potential Responses:	I hope people in my appointment will become my friends, so I'm not lonely.	I'm a bit nervous about moving away from my usual support network. I realise I'll need to give this some more thought.			I don't expect it will be easy if/when I leave family and friends, but I am confident in God's provision for them - and for me.

My score:	My response:

25. Are you willing to make a lifelong commitment to The Salvation Army?

Officership in The Salvation Army is a lifelong commitment. You must make the Kingdom values the standard of your life. You must be willing to respond to Salvation Army authority. You must accept The Salvation Army’s doctrines.

Score	1	2	3	4	5
Potential Responses:	<p>It is difficult for me to say how long I will be involved with this type of service.</p> <p>I am very interested in it now but I could certainly change my mind.</p> <p>I tend to shift my interest from one thing to another.</p>	<p>I want to make a strong commitment to this service but part of me doubts that I will be able to stick to it because _____.</p> <p>Most of the time I make a commitment to something I follow through.</p>	<p>I am the type of person who chooses a course and sticks to it.</p> <p>I do not take the decision to become an officer lightly and I am still giving it consideration.</p> <p>If I make this choice I will surely make a strong commitment for life.</p>		

My score:	My response:

26. Are you sure of your calling to officership?

Every Christian has a calling. One of the most important things we can do is find out what our calling is. We were made by God to fulfil our calling, and gifted by the Holy Spirit for a purpose. Each of us is unique, designed by God, purpose-built. We need to discover our purpose to find our way to fulfilment, effectiveness, and joy.

We want as many people as possible to be officers in The Salvation Army, but only as many as God calls to this life - no more, no less. If you’re not called to be an officer, then you shouldn’t be one, but if you’re called, then anything else becomes second best.

Score	1	2	3	4	5
Potential Responses:	<p>I want to be full-on for God. Doesn't that mean officership?</p>	<p>I want to fulfil God's will in my life.</p> <p>Right now, that seems to be pointing towards officership, but I'm still exploring my options.</p>	<p>I am certain God has called me to become an officer.</p> <p>This decision has been confirmed in a variety of ways such as _____ & _____.</p>		

My score:	My response:

How ready are you?

In the space provided, total up how many of the questions you scored with each rating. Your honesty will give you a picture of how ready you are right now to pursue candidacy as an officer of the Salvation Army.

Score	1	2	3	4	5
# of questions I answered per score:					

Understanding your Assessment

If you scored mostly 3s, 4s & 5s:

The Salvation Army wants its officers to be effective - physically, emotionally, and spiritually. Give some thought to any questions you rated a 1, 2, or 3. These represent areas where you may need to grow during the development and application process.

If you scored mostly 1s, 2s & 3s:

The Salvation Army wants its officers to be effective—physically, emotionally, and spiritually. Your assessment indicates that there are some circumstances that may interfere with your success as an officer in The Salvation Army. This may not be the time or type of ministry for you.

What next?

For further information please head to salvationarmy.org/SayYes. If you would like to continue exploring officership, contact your Divisional Candidates Secretary.

