



ASSOCIATION FOR
EPISCOPAL DEACONS

ENGAGING THE DIAKONIA OF ALL BELIEVERS

2017 Archdeacon & Deacon Directors Conference Open Space Report: Assessing Competencies

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Some general observations:

Can draw on both skills and metacognitions by asking students to do self-assessments

Recommended book: Robert Brinkerhoff- *Successful Case Studies*

Can elicit peer feedback as well as using staff feedback. Be careful to discuss nature of “affirming” and “encouraging” feedback

When preaching can bring in community people for feedback

Can get feedback from social media by posting sermons

Remember the value of appreciative inquiry and of certain inventories (for example, Enneagram)

Didactic conversations with person often useful

Ideas for human awareness competencies:

Accept people from variety of backgrounds into the program

Set up scenarios such as the Good Samaritan to see how students react

Develop internships to expose students to a variety of situations

Encourage both didactic and theological thinking about a variety of situations

Observe students in a variety of situations (for example, during a community meeting)

Pay attention to what verbal and body language they use

Get evaluations from people being served in programs also

Ideas for spiritual competencies:

Remember that competencies go hand in hand with gifts

Remember that we must be able to discern the spirit of the person