

Finding the Right Fit

By Sue Croy

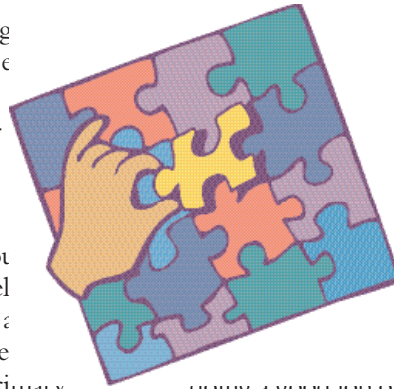
ONE OF THE BIGGEST STRESSES IN LIFE, especially for managers, is working with people who just don't seem to be happy. One factor that can contribute to that situation is people working in positions that aren't the best fit for their gifts, talents, passions and personality/behavioral style.

As 1 Peter 4:10 says, "Each one should use whatever gift he has received to serve others." We can help people discover those gifts, connect with the right job, and provide resources to workers and managers to help them learn to work together as a team. By each one on the team learning about his or her "style," they can learn how to communicate in ways that will help them gain understanding.

Tools. Many tools are available to learn about our behavioral/personality

style, such as Myers-Brigg HumanMetrics, MMPI, etc. A spiritual gifts assessment might also be helpful. Churches use this tool often in placing volunteers in the right place—we can use it in our ministry workplace as well. And don't forget to look at passion. Perhaps someone's passion is evangelism, her primary spiritual gift is administration, and she's a strong introvert—she'll probably be more fulfilled in a role where she has input, and can see the results of, an evangelistic outreach, but as a support person rather than a front-line worker.

Focus on Strengths. Too often managers spend a lot of their time helping workers overcome weaknesses, rather than focusing on gifts. Unless a weakness (or lack of gifting) is disruptive to the work environment, find



o work with that person's weaknesses and spend time developing strengths.

Caution. It can be very easy for an individual to fall into the trap of blaming a failure on the fact that one prohibits him from

doing a good job on a project. Not so! Everyone can learn to work outside his "normal" traits or gifts, but it just may not be as natural for him as for someone else. Help him to stretch, take risks, and focus on how his talents can be further developed. But if he's in a place where he can use his gifts, he'll be more fulfilled and a better contributor to the organization.

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Values Compass

By Chris Ihrig

AS LEADERS OF FAMILIES, T-BALL TEAMS AND MINISTRIES, we're faced with a seemingly endless list of opportunities to meet the needs of those we feel called to serve. The use of a *values compass* can provide an answer to the complexities of managing the chaos, allowing us to carry out our daily walk with authenticity and integrity.

I often encourage those I coach to implement a simple yet powerful exercise that brings the *values compass* to the forefront of the decision-making process. Instead of using the typical pros and cons list, we strengthen the process by inserting a third column, prioritizing

our top five personal values.

For example, using the values of Family, Personal Growth, Economic Security, Friendship and Spirituality, the decision points for a career change or involvement in particular activities are measured against the values list. The *values compass* will clearly show how the decision you're about to make will either lift you closer to fulfilling the value or create a divide that must be managed.

The next time you find yourself facing a challenging decision, I encourage you to use the *values compass*. God, and those around you, will honor your authenticity and integrity as you travel along the road of life.

Chris Ihrig is director, organizational capacity development, human resources, at World Vision. Contact him at cihrig@worldvision.org.

In Memorium, Roy Parnell

This past February, we lost a giant in the HR sector. Roy Parnell went to his eternal reward on February 18.

When I became the HR Section leader six years ago, Roy was on the committee and a clear model for all HR people. He was one that "got it" and understood that the role of HR was to assist in doing everything for all people—management and employee alike—to succeed and grow within an organization. He had both a heart and passion for wanting all practices to be focused on making the Lord attractive.—

Ron Smedley

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Human Resource Management Section Resource Commission. For more resources on human resource management, go to CMA's Management Resource Center at CMAonline.org/mrc. Email or call the volunteer members of this Section Resource Commission, or contact:

Ronald E. (Ron) Smedley, Section Leader (2004-2006)

Human Resource Management

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