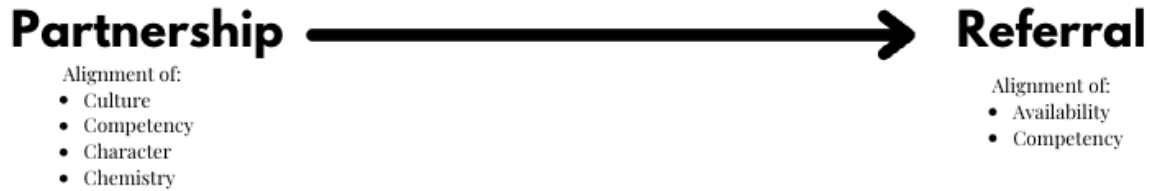


Counselor Partnership & Referral Assessment



Culture (Theological/Philosophical/Organizational)

- Theological position
 - Love Jesus. Love the church. Love the lost.
 - History of coming to faith
 - Understanding of the Gospel – what the Gospel is and how they apply it practically and personal
 - Belief in the sovereignty of God over suffering and sin
 - Understanding of marriage & divorce
 - Personal relationship with Christ
 - Community life
 - How do you handle personal sin? Role of repentance & faith.
 - Theological influences (books, articles, sermons?)
- Philosophical
 - Counseling philosophy alignment
 - Counseling influences
 - Integration of gospel and psychology
- Organizational Fit
 - Alignment with our core values - Gospel-centered, clinically-informed, church-based, mission-minded
 - Willingness to work with us and partner vs referral

Character (What would people say about your character strengths and weaknesses)

- Humility
- Teachability
- Stewardship/excellence = what do they do to hone their craft, read books, attend conferences, meet with professional peers
- Team player
- Deacon qualified

Competency (Clinical/Relational)

- Clinical
 - Assess training & education
 - Clinical experience – success stories vs. failures
 - Personal assessment of what aspects they are gifted and area of growth
 - How do you integrate your faith in your clinical work?
- Relational Competence (Observation of interaction):
 - Speaks confidently, but not arrogant
 - Makes eye contact
 - Appropriate appearance/dress

Chemistry

- Can you envision working with them?
- Can you trust them to refer clients too?
- Will they enhance the team with their presence, gifts, character?

Questions to ask potential counselors:

1. How does the gospel relate to counseling in your practice? Can you explain the gospel?
2. How is Jesus related to your actual counseling practice? Give some examples.
3. Can you tell me about your relationship with Christ.
4. What church are you a member at? Can you tell me about your relationship with the church.
5. What Christian authors do you read? What Christian authors do you recommend to your clients in your counseling?
6. What is the role of repentance and faith in sanctification?
7. How are we to think about God when horrible things happen to people and they suffer?
8. Do you regularly pray with your clients?
9. Can I speak to someone you have seen about your counseling practices or someone else that has referred clients to you? (Some counselors may say that this would violate the client's right of privacy, and it would if they didn't have permission, but some counselors will have asked clients or could ask permission).
10. Under what circumstances is it okay for people to get a divorce? What are biblical grounds for divorce? Have you encouraged people to get a divorce for other reasons?
11. Is homosexuality compatible with Christianity?
12. What do you think of contemporary psychology?
13. What do you think of the use of medication for psychological problems?
14. What kind of clinical and biblical training do you have?
15. How long have you been counseling?
16. What have been some success stories and struggles in your counseling experience?
17. What areas of counseling are you gifted in and what areas are you weak in?
18. What is your ideal client?