

The 7Cs of Selecting



Please print these pages and complete them as you go through the eLearning course.

What you will learn:

- The Seven Cs (or 7Cs) of the High Impact selecting process
- The definition of selecting
- Interview techniques and questions

The 7Cs of Selecting

Fill in the blanks as you complete this section of the course.

1. The High Impact definition of selecting is _____ those who God has _____ to _____ with our ministry who will make a great _____.
2. We must carefully hand over or entrust the _____ of the ministry.
3. The 7Cs of selecting are a set of biblical _____ to _____ us as we _____ consider each _____.

List the 7Cs of Selection:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____

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Reflection Question

Imagine you are a coach of a team, and you are responsible for choosing players who will give the team the best chance at being successful. How would you evaluate players? What characteristics would you look for? _____

Characteristics

Fill in the blanks as you complete this section of the course.

1. Far more important to God's _____ is our ability to _____ the best Operation Christmas Child _____.
2. The 7Cs are seven biblical _____ to help our _____.
3. The 7Cs will help us to _____ candidates to see if there's a good _____ for both OCC and the _____.
4. You can use the 7Cs throughout the selection process as you _____ candidates, _____ their _____, _____ them, or check _____.
5. It is a leader's responsibility to _____ prospects with _____ criteria.

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Calling

Fill in the blanks as you complete this section of the course.

1. In selecting volunteers, look first for God's _____ on their _____.
2. It is a leader's responsibility to _____ that call through _____ and an objective _____ process.
3. The _____ of team members _____ when matched with their God-given _____ or spiritual giftedness.

Here are some questions that may help you get a picture of a candidate's calling.

1. What do you both _____ to do and do really _____?
2. In what ministry activities have you experienced the greatest _____?
3. In what activities or service areas do you experience the most _____?
4. In what activities or service areas are you willing to make the most _____?

Calling is clearly the _____ when it comes to selection.

Character

Read 1 Timothy 3:1-13, Titus 1:5-9, and Exodus 18:17-23. Which of the qualifications listed in those passages are based on character? Make a list. _____

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Character (continued)

Fill in the blanks as you complete this section of the course.

1. Our firsthand experience with a candidate as we go through the process may shed a great deal of light on their character. Pay attention to details:
 - a. Do they show up _____?
 - b. Are they _____?
 - c. Do they treat others with _____ and _____?
 - d. Do they _____?
2. Character is often demonstrated when a prospect is put in charge of a _____.
 - a. Are they _____?
 - b. Are they _____?
 - c. Are they _____?

Compatibility

Compatibility in the High Impact model refers to three things:

1. _____
2. _____
3. _____

Organizational Compatibility:

Does the candidate _____ with the Operation Christmas Child _____ statements and _____?

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Compatibility (continued)

Fill in the blanks as you complete this section of the course.

Relational Compatibility

1. Relational Compatibility has to do with the volunteer prospect's ability to _____ well with _____.
2. Ask candidates to describe a situation in which they dealt with _____.

Leadership Compatibility

1. Leadership Compatibility: Make sure the candidate has a history which demonstrates they _____ and can _____ to leadership.
 - a. Do they _____ about their former leaders with _____?
 - b. Do they show _____ for the process?

Competency

1. Does the person possess the _____, _____, or _____ to do the ministry for which they are applying?
2. The best way to predict if a candidate will do a good job is to look at their _____.
3. God used David's previous _____ skills in his role as king.
4. God uses our past _____ or competencies to serve His purposes for the _____.
5. The best interview questions focus on a candidate's _____ or _____.
6. If a prospect lacks the necessary direct experience, we might ask— What _____ have you had that would indicate you can _____ this role?

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Commitment

Fill in the blanks below as you complete this section of the course.

1. Another word for commitment is _____.
2. _____ is how long a volunteer or team member will _____ with Operation Christmas Child.

Reflection Question

What are the consequences of choosing a candidate who has low commitment to OCC?
Make a list of possible consequences. _____

Commitment (continued)

3. The best predictor of _____ commitment is _____ commitment.
4. First look for a candidate's _____ volunteer commitment.
5. Also look for long-standing commitments in other areas of their life. How long a candidate has—
 - a. _____
 - b. _____ in the same community
 - c. worked at the same _____
 - d. been in the same _____
 - e. _____ their references
7. Choosing volunteers who are likely to stay longer _____
_____ OCC teams.

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Condition

Fill in the blanks below as you complete this section of the course.

1. When we select for condition, we look for candidates that possess a healthy _____, _____, and _____ condition.
2. If a prospect has had a recent life crisis, it will be better to _____ until they have a chance to _____ or get _____ the crisis.
3. Love shows its _____ in the selecting process as we patiently _____ for God's timing regarding a volunteer's _____.

Consistency

1. _____ will help us as we gather all the _____ together about a candidate.
2. Consistency is all about identifying _____ throughout the entire _____.
3. Look for patterns or consistency that reveal _____.
4. When you see _____ indicators pointing in the same direction these things are likely _____ of the candidate.
5. Pay attention to patterns or consistencies that might show a _____.
6. Identify _____ or conflicting _____.
7. When you're feeling confused about a candidate, ask more _____, check additional _____, or go over the _____ with another appropriate team member or supervisor.
8. It might also be important to conduct another interview focused on _____ the inconsistencies.

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Essential Activities

Essential Activities (below) and Elective Practical Exercises (found on the next page) are ways for you to apply what you are learning in your Leadership Development Program coursework in real time, gaining “on the job” experience as you develop in your leadership role. These activities and exercises help align the tasks you would already be doing as a leader volunteer with what you are learning in the program.

Below you will find a list of Essential Activities to work on with your regional point of contact that relate to this particular course and your overall ministry as an Operation Christmas Child leader volunteer. You should complete each of these activities. On the next page you will find a list of Elective Practical Exercises.

- Locate the “Seven Cs Analysis” form on MyOCC. Review the form with your regional point of contact and talk about how you will use the 7Cs during the selection process.
- Talk with your regional point of contact about what each of the 7Cs means, individually, and why each is important as you bring on a new member of the team.
- Complete the “Seven Cs Analysis” for a candidate you are prayerfully considering for a position on your team. As you complete the form, apply the principles you learned in this lesson. Once completed, talk with your regional point of contact about your evaluation of the candidate based on the 7Cs.
- Perform a 7Cs analysis on yourself. What area do you feel you are strongest in for your current role? Which area needs the most improvement? Ask your regional point of contact if he or she agrees with your assessment.
- Talk through the interview questions with your regional point of contact and select the key ones for the person you are interviewing. Discuss what interview questions to ask for different roles that you are selecting for, and discuss which interview questions are mandatory regardless of the role. Discuss the statement of faith and the importance of asking about whether they agree with the statement of faith and the potential hard questions that may come.
- Use the 7Cs throughout the selection process as you meet candidates, review their applications, and interview them or check references.

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Elective Practical Exercises

Review the Elective Practical Exercise below with your regional point of contact. You should be prepared to discuss the exercise at your next meeting with your regional point of contact.

- With your regional point of contact, talk through reference questions and what key things to ask references about each role you are selecting for.