

Completing the SLDP Discernment Reflections


A guide to using Pathways


Completing the Reflections Questionnaire

- To complete the reflections questionnaire, you will need to go to <https://www.aaadpathways.org/members/?j=33>
- This is hosted on the AAAD Pathways platform – this is different to the main Church of England Pathways system.
- The first part of the questionnaire asks you to complete your basic profile – e.g. pre-ordination career history, and your vocational information about where you have served since ordination.
- The next pages of this document show you the questions you will be asked in the questionnaire. We suggest that you write your answers in Word etc first, and then copy and paste them into the online system.
- If you experience difficulties with the system, please email aaad.office@churchofengland.org.

Screen 1: Login to AAAD Pathways

 PATHWAYS

 THE CHURCH OF ENGLAND
Back to Careers Centre



Welcome to the Archbishops' Advisers for Appointments & Development Pathways

Existing users login with:

Login

~ or ~

Linkedin

[Forgot Password?](#)


New users register with


Your social media account

Linkedin

Or with your name and email address

Register to:

 Create a candidate profile.

 View and manage your applications

The AAAD Pathways uses cookies. Please [click here](#) for more information.

The first step is to register an account by entering your name and email address.

Screen 2: Profile builder

Contact details

Please provide at least one telephone number. If you provide a mobile number then we may be able to update you on your applications using SMS.

Mobile Number:

Alternative Telephone Number:

Building name / number:

Street address: *

City: *

Postcode / Zipcode:

Country: *

Career History

If you are currently employed by the Archbishops' Advisers for Appointments & Development, please enter your employee number:

[Add more career history](#)

Vocational History

First Licensed/commissioned in the Diocese of?

In year?

Ordained Deacon in the Diocese of?

In year?

This page is for you to enter/confirm your contact details.

Once done, you click continue.

Under Career History, please add the details of your **pre-ordination**

The Vocational History is where you can tell us about the roles you have held since you were ordained.

Screen 3: Questionnaire

Step 2: Questionnaire

1

Required question: How would you hope to develop as a leader as a result of participating in the SLDP?

Guidelines

Please try to stay under 250 words.

2

Required question: What could you bring to the SLDP that would help the development of others in this learning community?

Guidelines

Please try to stay under 250 words.

3

Required question: Is there anything about participating in the SLDP that might be a challenge for you? What support would you need to overcome these challenges?

Guidelines

Please try to stay under 250 words.

The first set of questions ask you to reflect on how you might benefit from and contribute to the SLDP.

Screen 4: Questionnaire

Step 2: Questionnaire

1

Required question: How would you hope to develop as a leader as a result of participating in the SLDP?

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Required question: What could you bring to the SLDP that would help the development of others in this learning community?

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Required question: Is there anything about participating in the SLDP that might be a challenge for you? What support would you need to overcome these challenges?

Guidelines

Please try to stay under 250 words.

The first set of questions ask you to reflect on how you might benefit from and contribute to the SLDP.

Screen 4: Questionnaire

4

Required question: Please give us an example of how leading across multiple organisational boundaries has challenged you?

Guidelines

The example you share can be brief. Please try to stay under 250 words.

5

Required question: How have you led others through change during a time of ambiguity?

Guidelines

The example you share can be brief. Please try to stay under 250 words.

6

Required question: How has your faith and spirituality sustained you during difficulties in your ministry?

Guidelines

The example you share can be brief. Please try to stay under 250 words.

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Save and continue later

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Questions 4-6 relate to the Spiritual Depth & Theological Curiosity, Leadership, and Personal Impact elements of the Discernment Framework.

Screen 6: Questionnaire

<div>7</div> <div>Required question: When have you had to seek out expertise beyond your own experience in order to lead effectively?</div> <div></div>	<div>Guidelines</div> <div>The example you share can be brief. Please try to stay under 250 words.</div>
<div>8</div> <div>Required question: Describe how you have stepped out of your comfort zone in order to learn something new.</div> <div></div>	<div>Guidelines</div> <div>The example you share can be brief. Please try to stay under 250 words.</div>
<div>9</div> <div>Required question: How have you used challenging feedback to grow as a leader?</div> <div></div>	<div>Guidelines</div> <div>The example you share can be brief. Please try to stay under 250 words.</div>
<div>10</div> <div>Required question: Please describe a situation where it was particularly important that you as a leader understood the views of others.</div> <div></div>	<div>Guidelines</div> <div>The example you share can be brief. Please try to stay under 250 words.</div>

The four Growth Factors in the discernment framework are explored by Questions 7-10.

Screen 7: Questionnaire

11

Required question: What are your dreams / hopes / vision for the Church of England?

12

Required question: What do you think are the top three challenges that the Church of England is currently facing?

Guidelines

We'd like you to give three bullet points.

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The final two questions are about your hopes and dreams for the Church of England!

Screen 9: Questionnaire

Application process for [Strategic Leadership Development Programme](#) - Step 2 of 4

Step 2: Questionnaire

11

Required question: What are your dreams / hopes / vision for the Church of England?

12

Required question: What do you think are the top three challenges that the Church of England is currently facing?

Guidelines

We'd like you to give three bullet points.

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Save and continue later

Next

The final two questions are about your hopes and dreams for the Church of England!

Screen 10: Questionnaire

13

Is there anything else you would like to tell us that is relevant to the SLDP discernment process?

Guidelines

You don't have to write anything here, but please use this space if there is anything else you need to let us know (e.g. if you think you might need any adjustments to the discernment process because of a disability).

14

Required question: Which diocese are you in?

Please select an answer

Guidelines

We recognise that many people may prefer to describe themselves as 'Anglican' or 'Church of England', rather than using one of the categories below. We also appreciate that there is no universally accepted definition of any of the categories of church tradition and that they may be unsatisfactory. However, answering as best as you can will help us to better understand the diversity of those being considered.

15

Required question: How would you best describe your church tradition?

☐ Liberal

☐ Central

☐ Modern Catholic

☐ Traditionalist Catholic

☐ Open Evangelical

☐ Conservative Evangelical

☐ Charismatic

☐ Prefer not to say

The next screen asks for some additional information

Screen 11: Summary

Question	Answer
How would you hope to develop as a leader as a result of participating in the SLDP?	sdfdsfdfsaf
What could you bring to the SLDP that would help the development of others in this learning community?	asdfsafdsf
Is there anything about participating in the SLDP that might be a challenge for you? What support would you need to overcome these challenges?	sadfadsfdfsdf
Please give us an example of how leading across multiple organisational boundaries has challenged you?	fdadsfdfsfa
How have you led others through change during a time of ambiguity?	asdfsdfdsaf
How has your faith and spirituality sustained you during difficulties in your ministry?	sdfdsfsadfdf
When have you had to seek out expertise beyond your own experience in order to lead effectively?	sdfadsfdfs
Describe how you have stepped out of your comfort zone in order to learn something new.	dsfdfsdfs
How have you used challenging feedback to grow as a leader?	sdfadsfdfs
Please describe a situation where it was particularly important that you as a leader understood the views of others.	sdfadsfdfs
What are your dreams / hopes / vision for the Church of England?	sdasdasdsa
What do you think are the top three challenges that the Church of England is currently facing?	asdadsasDA
Is there anything else you would like to tell us that is relevant to the SLDP discernment process?	ddsfsdfdsf
Which diocese are you in?	Bristol
How would you best describe your church tradition?	Open Evangelical
Other than those from your current diocese, are there any bishops, deans or archdeacons who you know personally and should not therefore be involved in your discernment process?	
Are there any dates in October or November 2020 when you are unavailable to take part in the discernment process?	
Please confirm that the information provided is correct and true.	Yes

☒ Please Note: 'Tick this box to confirm that you would like to submit the application. Once submitted, you cannot make any changes or amend the information shown above.'

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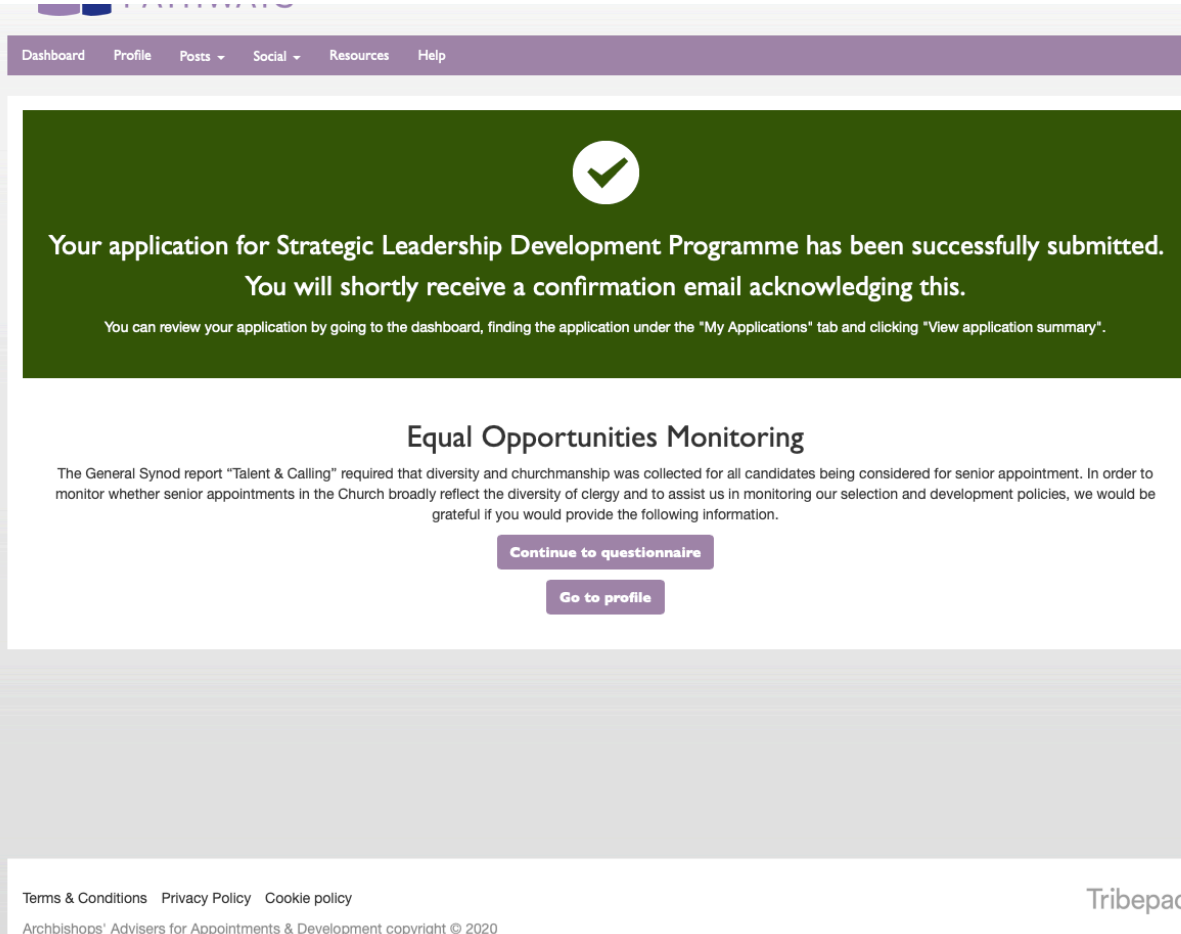
Save and continue later

Submit

You are then presented with a summary of your responses. If you want to edit any of them, you can click the back button at the bottom (NOT the back button of your browser!)


When you are happy with your responses, put a tick in the box and then click submit. Once submitted, your responses can't be amended.

Screen 12: Diversity monitoring



The screenshot shows a web interface for the Strategic Leadership Development Programme. At the top is a purple navigation bar with links: Dashboard, Profile, Posts, Social, Resources, and Help. Below this is a large green banner with a white checkmark icon. The text on the banner reads: "Your application for Strategic Leadership Development Programme has been successfully submitted. You will shortly receive a confirmation email acknowledging this. You can review your application by going to the dashboard, finding the application under the 'My Applications' tab and clicking 'View application summary'." Below the banner is a section titled "Equal Opportunities Monitoring" with a paragraph explaining the purpose of the monitoring. At the bottom of this section are two buttons: "Continue to questionnaire" and "Go to profile". The footer contains links for "Terms & Conditions", "Privacy Policy", and "Cookie policy", followed by the text "Archbishops' Advisers for Appointments & Development copyright © 2020" and the "Tribepad" logo.

Dashboard Profile Posts Social Resources Help



Your application for Strategic Leadership Development Programme has been successfully submitted.
You will shortly receive a confirmation email acknowledging this.
You can review your application by going to the dashboard, finding the application under the "My Applications" tab and clicking "View application summary".

Equal Opportunities Monitoring

The General Synod report "Talent & Calling" required that diversity and churchmanship was collected for all candidates being considered for senior appointment. In order to monitor whether senior appointments in the Church broadly reflect the diversity of clergy and to assist us in monitoring our selection and development policies, we would be grateful if you would provide the following information.

[Continue to questionnaire](#)

[Go to profile](#)

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Our hope is that the SLDP is increasingly diverse, and so the final step is to complete the voluntary diversity monitoring questionnaire.

In addition to ethnicity, disability etc, the questionnaire is also asking you to voluntarily and anonymously answer questions about your socio-economic background. Some of these questions are fairly obvious, for example, what kind of school you went to. Others may be a bit trickier to answer, or are more subjective. We also recognise that not everyone likes to provide this sort of personal information. We would encourage you to please complete the diversity questionnaire. The questions have been designed carefully by the UK Civil Service in conjunction with the Office for National Statistics, and a range of employers and experts, as the best way to gauge socio-economic diversity.

The system restricts your diversity data so that it is not identifiable to you, and it is only used in an anonymized and aggregated way.