

Criterion D: Personality and Character

Candidates should be sufficiently self-aware, mature and stable to show that they are able to sustain the demanding role of an ordained minister. They should be able to demonstrate how they have faced change and pressure in a balanced and flexible way and how they manage stress. Candidates should be seen to be people of integrity who can generate trust and display honesty. They should be able to speak of how they have coped with difficult life experiences, how they have reflected upon them and incorporated them within their life and understanding.

D 1: Candidates should display self-awareness and self-acceptance

Evidence for this may be drawn from a candidate's capacity to:

- Reflect accurately upon his/ her strengths and weaknesses; and identify ways in which his/ her strengths may be used and ways in which the impact of his/ her weaknesses may be limited
- Show appropriate self-acceptance and be reconciled to his/ her own vulnerabilities and limitations
- Show that he/ she is relaxed and at ease with him/ herself; and be able to reflect on him/ herself with humour and a sense of perspective

D 2: Candidates should display emotional stability

Evidence for this may be drawn from a candidate's capacity to:

- Assimilate and deal appropriately with negative or difficult life experiences
- Show sufficient integration of different aspects of self, including how he/ she experiences and manages anger and inner conflict
- Cope adequately with stress and have effective strategies for managing it
- Face change in a flexible and balanced way

D 3: Candidates should display maturity and integrity

Evidence for this may be drawn from a candidate's capacity to:

- Generate trust and display honesty
- Learn from his/ her own behaviour, including mistakes and errors of judgement
- Respond appropriately to, and learn from, criticism
- Reflect upon how he/ she has encouraged and affirmed others

D 4: Candidates should display appropriate self-confidence

Evidence for this may be drawn from a candidate's capacity to:

- Present themselves with self-confidence, tempered with humility, and to have the strength of character to stand up for what he/ she perceives to be right, even if unpopular

E 4: Candidates should have the potential for exercising effective pastoral care

Evidence for this may be drawn from a candidate's capacity to:

- Enjoy engaging with other people and be genuinely interested in them
- Be approachable, listen well and show empathy
- Be compassionate and be able to exercise appropriate pastoral care and sensitivity
- Exercise discernment and good judgement in understanding others
- Show a humility that speaks of the servant ministry of Christ

E 5: Candidates should be able to accept the standards of sexual morality expected of ordained ministers

Evidence for this may be drawn from a candidate's capacity to:

- Confirm that he/ she has read the House of Bishops' Guidelines *Issues in Human Sexuality* and is prepared to live within them. *(This is normally handled by the DDO and evidenced in the Diocesan Sponsoring Papers)*
- Reflect on how he/ she will work with those with whom he/ she differ in this area