

## What kind of person does well on a D2? D2 = Discernment and Development

1. The person needs to be able to listen. Dominating or inattentive people do poorly in D2s.
2. The person needs to be flexible as cross cultural settings require ability to manage ambiguity. The person cannot be afraid to voice into a cross cultural setting (we can train someone in cross cultural engagement but we cannot give people the courage to want to learn).
3. The person needs to know the value of one person and be able to see their potential.
4. The person needs to value process and due diligence. We verify facts and ideas and as such we do not jump to conclusions in important D2 matters.
5. The person needs to have enough leadership experience and capacity to “hire and fire.” A D2 has to have the courage to be objective and the ability to voice out that objectivity to people in sensitive settings.
6. The person needs to be able to voice ideas or questions. D2s do best when people voice what they are thinking to the group as it fuels exploration and healthy conversation. This is a setting where you bring your professional intuition and allow your ideas/discernment to emerge over time through conversation.
7. The person needs to have enough Christian faith to be filled with hope, but not so much that they gloss over obvious concerns in a romantic or fairy tale kind of way. Their faith needs to be grounded and able to manage the good, bad, and ugly of life.



This sample document is provided to you by [Catalyst Services' Leaders Toolbox](#).  
Permission is granted to edit the document for use in your church context.