



CATALYST INTERNSHIP APPLICATION 2011

To be considered for the 2011 internship program, please complete and submit your application.

Candidate Criteria

- Good academic record
- Excellent communication and personal skills
- History of successful leadership experience
- Desire for personal growth in a Christian corporate environment

Instructions

1. Complete all questions
2. Email word document to stan.johnson@catalystspace.com.
3. Your application will be reviewed and you will be contacted shortly thereafter.

General Information

First and Last Name:

Highlight One: Male / Female

Birth Date:

Mailing Address:

Home Phone:

Cell Phone:

Email Address:

How did you hear about Catalyst's internship program?

I. Self Evaluation:

Please work through BOTH assessments listed below. You may have to copy and paste the links directly into your web browser.

Once completed, you will need to copy and paste the results/scores in the section below.

<http://www.humanmetrics.com/cgi-win/JTypes2.asp>

Results -

http://neoxenos.org/temperaments/temperament_test.htm

Results - (Copy and Paste Totals Column)

II. Skills Inventory Questionnaire

Instructions: Read each item carefully and decide whether the item describes you as a person. Indicate your response to each item by highlighting one of the five numbers to the right of each item.

Key: 1 = Not True Key: 2 = Seldom True Key: 3 = Occasionally True
Key: 4 = Somewhat True Key: 5 = Very True

For Example -

- | | |
|---|------------------|
| I am really excited to work with Catalyst. | 1 2 3 4 5 |
| 1. I enjoy getting into the details of how things work. | 1 2 3 4 5 |
| 2. As a rule, adapting ideas to people's needs is easy for me. | 1 2 3 4 5 |
| 3. I enjoy working with abstract ideas. | 1 2 3 4 5 |
| 4. Technical things fascinate me. | 1 2 3 4 5 |
| 5. Being able to understand others is the most important part of my work. | 1 2 3 4 5 |
| 6. Seeing the big picture comes easy for me. | 1 2 3 4 5 |
| 7. One of my skills is being good at making things work. | 1 2 3 4 5 |
| 8. My main concern is to have a supportive communication climate. | 1 2 3 4 5 |
| 9. I am intrigued by complex organizational problems. | 1 2 3 4 5 |
| 10. Following directions and filling out forms comes easily for me. | 1 2 3 4 5 |

- | | |
|---|-----------|
| 11. Understanding the social fabric of the organization is important to me. | 1 2 3 4 5 |
| 12. I would enjoy working out strategies for my organization's growth. | 1 2 3 4 5 |
| 13. I am good at completing the things I've been assigned to do. | 1 2 3 4 5 |
| 14. Getting all parties to work together is a challenge I enjoy. | 1 2 3 4 5 |
| 15. Creating a mission statement is rewarding work. | 1 2 3 4 5 |
| 16. I understand how to do the basic things required of me. | 1 2 3 4 5 |
| 17. I am concerned with how my decisions affect the lives of others. | 1 2 3 4 5 |
| 18. Thinking about organizational values and philosophy appeals to me. | 1 2 3 4 5 |

Scoring for Skills Inventory

The skills inventory is designed to measure three broad types of leadership skills: technical, human, and conceptual. Score the questionnaire by doing the following. First, sum the responses on items 1, 4, 7, 10, 13, and 16. This is your technical skill score. Second, sum the responses on items 2, 5, 8, 11, 14, and 17. This is your human skill score. Third, sum the responses on items 3, 6, 9, 12, 15, and 18. This is your conceptual skill score.

Total Scores: Technical Skill _____ Human Skill _____ Conceptual Skill _____

III. Style Questionnaire

Instructions: Read each item carefully and think about how often you engage in the described behavior. Indicate your response to each item by highlighting one of the five numbers to the right of each item.

Key: 1 = Never Key: 2 = Seldom Key: 3 = Occasionally Key: 4 = Often
Key: 5 = Always

For Example -

- | | |
|--|------------------|
| Reads a John C. Maxwell book once a week. | 1 2 3 4 5 |
| 1. Tell group members what they are supposed to do. | 1 2 3 4 5 |
| 2. Acts friendly with members of the group . | 1 2 3 4 5 |
| 3. Sets standards of performance for group members. | 1 2 3 4 5 |
| 4. Helps others feel comfortable in the group. | 1 2 3 4 5 |
| 5. Makes suggestions about how to solve problems. | 1 2 3 4 5 |
| 6. Responds favorably to suggestions made by others. | 1 2 3 4 5 |
| 7. Makes his or her perspective clear to others. | 1 2 3 4 5 |

- | | |
|---|-----------|
| 8. Treats others fairly. | 1 2 3 4 5 |
| 9. Develops a plan of action for the group. | 1 2 3 4 5 |
| 10. Behaves in a predictable manner toward group members. | 1 2 3 4 5 |
| 11. Defines role responsibilities for each group member. | 1 2 3 4 5 |
| 12. Communicates actively with group members. | 1 2 3 4 5 |
| 13. Clarifies his or her own role within the group. | 1 2 3 4 5 |
| 14. Shows concern for the well-being of others. | 1 2 3 4 5 |
| 15. Provides a plan for how the work is to be done. | 1 2 3 4 5 |
| 16. Shows flexibility in making decisions. | 1 2 3 4 5 |
| 17. Provides criteria for what is expected of the group. | 1 2 3 4 5 |
| 18. Discloses thoughts and feelings to group members. | 1 2 3 4 5 |
| 19. Encourages group members to do high-quality work. | 1 2 3 4 5 |
| 20. Helps group members get along. | 1 2 3 4 5 |

Scoring for Style Questionnaire

The style questionnaire is designed to measure two major types of leadership behaviors: task and relationship. Score the questionnaire by doing the following. First, sum the responses on the odd-numbered items. This is your task score. Second, sum the responses on the even-numbered items. This is your relationship score.

Total Scores: Task _____ Relationship Skill _____

IV. Biographical Information:

Please briefly answer these questions in an essay format (2-3 paragraphs each)

1. Give an overview of your educational and employment interests and goals (how you decided on your major, what type of career you are interested in, etc)
2. Describe the highlights of your college experience.
3. Describe your relationship with God.
4. List 3 of your strengths and 3 of your weaknesses.
5. Explain your interest in the Catalyst internship program and how it will benefit you.
6. Why should Catalyst select you for their internship program?