



## **Best Practices for Your Assessment Interpretation**

The deepest and most effective understanding of the information from a Holy Cow! Consulting Assessment report comes from a skilled interpreter working with the leaders of the organization. Spend some time thinking about who are the key people in leadership roles in your church (typically board members, chairs of committees, etc.) and be sure to have those people at your data interpretation. This enables you as leaders to have a collective understanding of what the data is saying and how to best move forward together.

**In person/Onsite Interpretations:** If you are having Holy Cow! Consulting work with your group in person, your interpreter will reach out to the church contact person to review the meeting set-up and anything else that is needed.

**Online Interpretations:** Online interpretations provide opportunities for leaders to engage in an interpretation who may otherwise not be able to participate due to location, schedules or accessibility.

The following is provided as guidance to known best practices in a virtual interpretation:

1. The preferred and most effective way is to have all leaders individually engage in the virtual platform with their own device in their own space. This helps with engagement, facilitation of discussion, questions, and face-to-face interaction..
2. Though less effective, hybrid interpretations can be facilitated in which part of the leadership team is present in a room and other leaders are joining the zoom meeting but we ask the following:
  - a. The team in the room refrains from side conversations
  - b. Those joining via link are greeted by leadership meetings jointly
  - c. The interpreter can see, hear and interact with all those in attendance.