

SIMA MAP (and MAP Response)

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What is SIMA (and a SIMA MAP)?

SIMA is the abbreviation for “System for Identifying Motivated Abilities.”

MAP is the abbreviation for “Motivated Abilities Pattern.”

SIMA is part of an organization led by Art Miller, Jr., a Christian who specializes in helping people understand how God has uniquely designed them and find lifework that fits them. Miller has written several books including *Why You Can't Be Anything You Want to Be* (which has also been published with the name *The Power of Uniqueness*) and *Designed for Life*. SIMA has been used widely for decades by hundreds of organizations and tens of thousands of individuals, ranging from executives with Fortune 500 companies to ministry staff of churches.

Unlike other personality inventories that put you in a pre-defined box, a MAP is a tool that helps you focus on your unique design. No two MAPs are identical. A MAP is based on your personal articulation of achievements and things that bring you satisfaction. The process yields an exclusive description of how you are “hard-wired” by God.

We have looked at most of the other resources that are available and concluded that the SIMA MAP is the best tool because of the uniqueness of its analytical approach and the value of its product.

Although the SIMA MAP process costs at least \$2000 if purchased elsewhere, the Antioch School has made it available to students as part of its Life and Ministry Portfolio System (which also include the Life and Ministry Development Portfolio System binder, permission to use the Personal Development Assessment forms, and the e-Portfolio System).

Why is It Such a Priority in Antioch School Programs?

All Antioch School programs are “life and ministry development” programs.

Traditional theological education programs tend to be focused primarily on knowledge acquisition through campus classes. Some programs virtually ignore mentoring and personal development. Even programs that do utilize some mentoring usually start with a generic approach that does not really get at the uniqueness of the individual. Antioch School programs include courses and take seriously the acquisition of knowledge about the Bible and ministry. However, we don’t want any Antioch School student to participate in theological education without them being given serious attention regarding their character.

The heart of our Life and Ministry Development Portfolio System is the MAP because it gives the most basic description of who you are according to how God designed you. It is the foundation on which all other aspects of mentoring and personal development are built. Further, one’s MAP helps you to maximize learning and personal development through courses, projects, and practicum.

The MAP (and Initial MAP Response) is placed at the beginning of each program because this foundational understanding of a student is crucial for students and mentors. It provides a baseline from which to operate and informs every other aspect of the program, particularly those associated with the mentoring process.

How Do We Get Started?

Upon admission, each student is sent, a Life and Ministry Portfolio binder which includes instructions and forms for starting the SIMA MAP process. Samples of this binder are given to Certified Leaders during their initial training.

Students should begin the SIMA MAP process immediately (for the reasons stated in the previous section). The Autobiographical Form process only needs to be completed once, so it is best to get it done before the other parts of the program become the focus. Ideally, students should complete the initial SIMA MAP process before they even begin taking courses. However, we recognize that most students will do so during their first course.

Here are the steps to getting started:

1. Review the instructions. Don't begin until you have read all the way through the instructions so that you don't encounter any surprises later in the process.
2. Complete the Autobiographical Forms. This is a fairly simple, straight-forward process explained in the instructions. It usually takes 2-6 hours (and occasionally some forms may need to be revised).
3. Send the Autobiographical Forms to info@antiochschool.net.
4. Be contacted by phone by a SIMA Professional Coach who will interview you for 1 to 1½ hours regarding the stories in your Autobiographical Forms.
5. Receive the SIMA MAP and interview transcript.

Many students and leaders tend to think of any academic degree program as being composed mainly of courses. This is not true for the Antioch School. Our programs, including our courses, are built on a life and ministry development foundation. Thus, it is crucial that you begin the SIMA MAP process right away.

Here are a few suggestions that may help:

1. Leaders may call a special meeting of all students for orientation to the SIMA MAP process. You may even want to begin completing the Autobiographical Forms at this meeting.
2. Time may be given before or after your regular class times for the SIMA MAP process.
3. Someone (not necessarily the Certified Leader) may be designated as the SIMA MAP “police” who monitors the progress of students to make sure that they are getting it done. It sometimes takes enforcement and accountability.

What is a SIMA MAP Response?

The SIMA MAP response is an exercise in personal development that draws upon the analysis of a SIMA MAP. Students don't get credit for getting a MAP done. They get credit for engaging in a process that helps them benefit by responding to the MAP.

Essentially, a MAP Response is a written representation of further analysis of the MAP and its relevance.

Examples include documents that answer the following questions:

1. How does the MAP compare to other assessments that have been done on me?
2. What do others (family, friends, co-workers) say in response to reading my MAP? What insights does it give them? What confirmations do they make?
3. How does the MAP explain my areas of success?
4. How does the MAP explain my areas of failure?
5. How does the MAP explain or inform me about the dynamics of my primary social relationships (family, friends, co-workers)?
6. What does the MAP suggest regarding the way that I use my time and efforts?

Each MAP Response should focus on one form of further analysis, such as those examples given above.

One MAP Response should be completed for each year that a student is active in an Antioch School program. An initial MAP response should be completed at the beginning of a student's program and other MAP responses done annually thereafter.

How Do We Earn Credit?

Two semester hours of credit are included in each Antioch School program for each of the first three MAP Responses because at least three MAP Responses are required for each program.

Credit is granted when students have completed a MAP Response, posted it on their e-Portfolio, received a review and approval by their Certified Leader, and received a review and validation by an Associate Faculty member.

Students are not given letter grades, but are awarded credit on the basis of competency. We define competency as meeting a high minimum standard, roughly equivalent to B in a letter grading system. We are not trying to distinguish between letter grades of A or B.

Competency is assessed according to the following criteria:

1. Does the student demonstrate accurate understanding of their MAP?
2. Has the student chosen a legitimate form of response?
3. Does the response demonstrate an enhancement of the student's self-understanding?
4. Does the response have relevance for the student's life and ministry development?

Students who fail to have a MAP Response validated by Associate Faculty during a year may be placed on Academic Probation.