

ASSESSING & BUILDING PERSONAL AND RELATIONAL RESILIENCE

Resilience Characteristic	What it is	Assessing it	Building it	My experience and ideas how to build it
<b><u>1. Sense of purpose; calling</u></b>	<ul style="list-style-type: none"> <li>Knowing God’s heart for the world, and what He puts on my heart</li> <li>Our love for God and kingdom values</li> <li>Knowing one’s personality, strengths, and identity</li> <li>Committed to action</li> </ul>	<ul style="list-style-type: none"> <li>How do you experience God’s calling?</li> <li>Your most important values?</li> <li>What are your strengths? What characterizes your personality?</li> </ul>	<ul style="list-style-type: none"> <li>Strength of relationship with God; prayer, sharing</li> <li>With which activities do I sense God at work in me, feel most satisfaction?</li> <li>Being a part of Christian community; having a <u>mentor</u></li> <li>Knowing about personality types (MBTI, DISC, etc.)</li> <li>Counseling (pastoral, clinical)</li> </ul>	
<b><u>2. Sense of control, efficacy, influence</u></b>	<ul style="list-style-type: none"> <li>Collaborative control (God is in control, I do my active part)</li> <li>Knowing how to cope in challenges (cross-cultural adjustment, risk)</li> <li>Realistic planning, reflecting; changing, what I <u>can</u> change</li> <li>Organizational structures allowing participation in decision making</li> </ul>	<ul style="list-style-type: none"> <li>When (stressor) happened, how did you respond?</li> <li>How do you cope with stress?</li> </ul>	<ul style="list-style-type: none"> <li>Increasing our awareness of God’s plan and actions (<u>sharing</u> about experiencing it)</li> <li>Teach about cross-cultural adjustment stressors, specific risks, and what helps</li> <li>Offer guidance for reflection and realistic planning at annual retreats and in (self-) assessments</li> <li>Stress inoculation, exposure</li> </ul>	
<b><u>3. Active coping vs. passive (avoiding, repressing, or denying)</u></b>	<ul style="list-style-type: none"> <li>Active coping helps to <u>address concerns and conflicts early</u></li> <li>Taking action to affect change</li> <li>People avoid, if they perceive emotions as so uncomfortable or overwhelming, they could not stand it, or embarrass themselves</li> <li>Survivor rather than victim mentality</li> </ul>	<ul style="list-style-type: none"> <li>When (stressor) happened, how did you respond?</li> <li>How do you typically handle conflicts?</li> <li>What stresses you the most? How do you respond?</li> </ul>	<ul style="list-style-type: none"> <li>Clarify, who to contact about what concerns</li> <li>Teach about emotions, people in the bible having them; e.g. anger, hurt, and shame. Help people talk about and name emotions; they will be less affected by them.</li> <li>Conflict resolution skills, SYIS course. <u>Caring enough to confront</u> by Augsburg</li> </ul>	

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<p><b><u>4. Flexibility, Adaptability</u></b></p>	<ul style="list-style-type: none"> <li>• Accepting change as part of life</li> <li>• Looking at sudden change as as challenge AND opportunity</li> <li>• Hopeful attitude, acknowledge positive changes, growth, however small</li> <li>• Connect with the broader picture</li> </ul>	<ul style="list-style-type: none"> <li>• How did you respond to (major change) in your life?</li> <li>• What were the losses? Any new possibilities?</li> <li>• Did you notice any growth as you walked through this?</li> </ul>	<ul style="list-style-type: none"> <li>• Exploratory trip prior to a planned major change</li> <li>• Connect with others in a similar situation</li> <li>• How do you think you can live your calling in these changed circumstances?</li> <li>• Gratitude practice aside from acknowledging losses, journaling about possibilities and growth opportunities</li> </ul>	
<p><b><u>5. Ability to connect well with others</u></b>  <b><u>MOST IMPORTANT</u></b></p>	<ul style="list-style-type: none"> <li>• Social competence, team player</li> <li>• A warm and trusted person</li> <li>• Good communication</li> <li>• Ability to access support, e.g. accepting help, asking, trusting</li> </ul>	<ul style="list-style-type: none"> <li>• How do you make new friends?</li> <li>• What was the atmosphere in your home like?</li> <li>• Did you feel loved, able to trust?</li> </ul>	<ul style="list-style-type: none"> <li>• Mentor, Coach</li> <li>• Counseling</li> <li>• SYIS training</li> <li>• Personality type awareness</li> </ul>	
<p><b><u>6. Social Support in Place</u></b></p>	<ul style="list-style-type: none"> <li>• At least two close and trusted persons</li> <li>• Marital satisfaction</li> <li>• Part of a supportive community</li> <li>• Supportive family and team members</li> </ul>	<ul style="list-style-type: none"> <li>• A close and trusted friend?</li> <li>• Satisfaction in your marriage?</li> <li>• Part of supportive community?</li> <li>• When have you asked somebody for help?</li> </ul>	<ul style="list-style-type: none"> <li>• Encourage to build at least two close friendships</li> <li>• Require to be a regular part of a church/mission community</li> <li>• Support team set up in sending church</li> <li>• Visits from leadership, MC, and support team</li> <li>• Team building</li> </ul>	
<p><b><u>7. Graceful Disposition of Self and Organization toward Distress</u></b></p>	<ul style="list-style-type: none"> <li>• A gracious and positive view of oneself, and one's distress</li> <li>• Organization accepts, and responds to distress with compassion</li> </ul>	<ul style="list-style-type: none"> <li>• Person's self-talk, self-assessment; judgmental thoughts?</li> <li>• Perfectionism?</li> </ul>	<ul style="list-style-type: none"> <li>• Normalizing distress</li> <li>• Culture of helpful response to distress without dramatization or coddling</li> </ul>	