



# *Personal & Relational Resilience*

# Personal Resilience Characteristics

## 1. Sense of purpose; calling

- Knowing God's heart for the world, and what He puts on my heart.  
Our love for God and kingdom values.
- Knowing one's personality, strengths, and identity.
- Committed to action.



# 1. Sense of purpose; calling



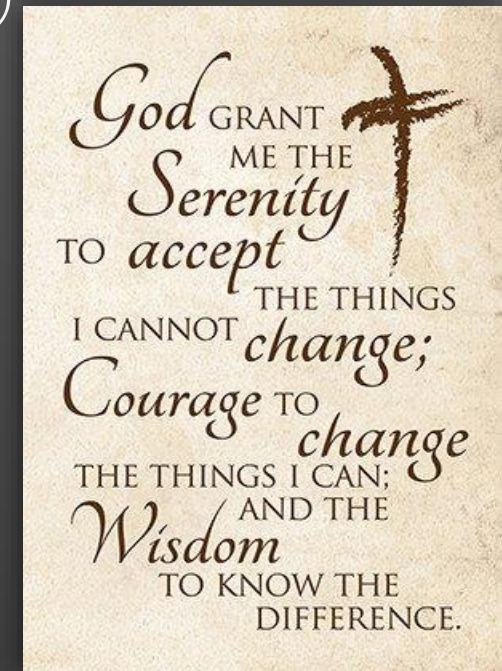
## **BUILDING**

- ❖ Strength of relationship with God
- ❖ Being an active part of Christian community, small group; having a mentor
- ❖ With which activities do I sense God at work in me, feel most satisfaction?
- ❖ Knowing about personality types (may use MBTI, DISC, Strength finder)
- ❖ Counseling (pastoral, clinical)

# Personal Resilience Characteristics

## 2. Sense of control, efficacy, influence

- Collaborative control (God is working, I do my active part)
- Knowing how to cope in challenges (cross-cultural adjustment, risk)
- Realistic planning, reflecting; changing, what I can change
- Organizational structures allowing participation in decision making



## 2. Sense of control, efficacy, influence



### **BUILDING**

- ❖ Awareness building: What helps you cope with stress?
- ❖ Teach about cross-cultural adjustment stressors, specific risks, and what helps
- ❖ Offer guidance for reflection and realistic planning at annual retreats and in (self-) assessments
- ❖ Increasing our awareness of God's plan and actions (sharing about experiencing it)
- ❖ Gradual exposure to challenges; stress inoculation

# Personal Resilience Characteristics

## 3. Active coping vs. passive (avoiding, repressing, or denying)

- Active coping helps to address concerns and conflicts early before the bottom falls out
- Taking action to affect change
- People avoid, if they perceive an emotion as uncomfortable or overwhelming, or they could embarrass themselves



### 3. Active coping VS passive, e.g. avoiding, repressing, denying

#### BUILDING

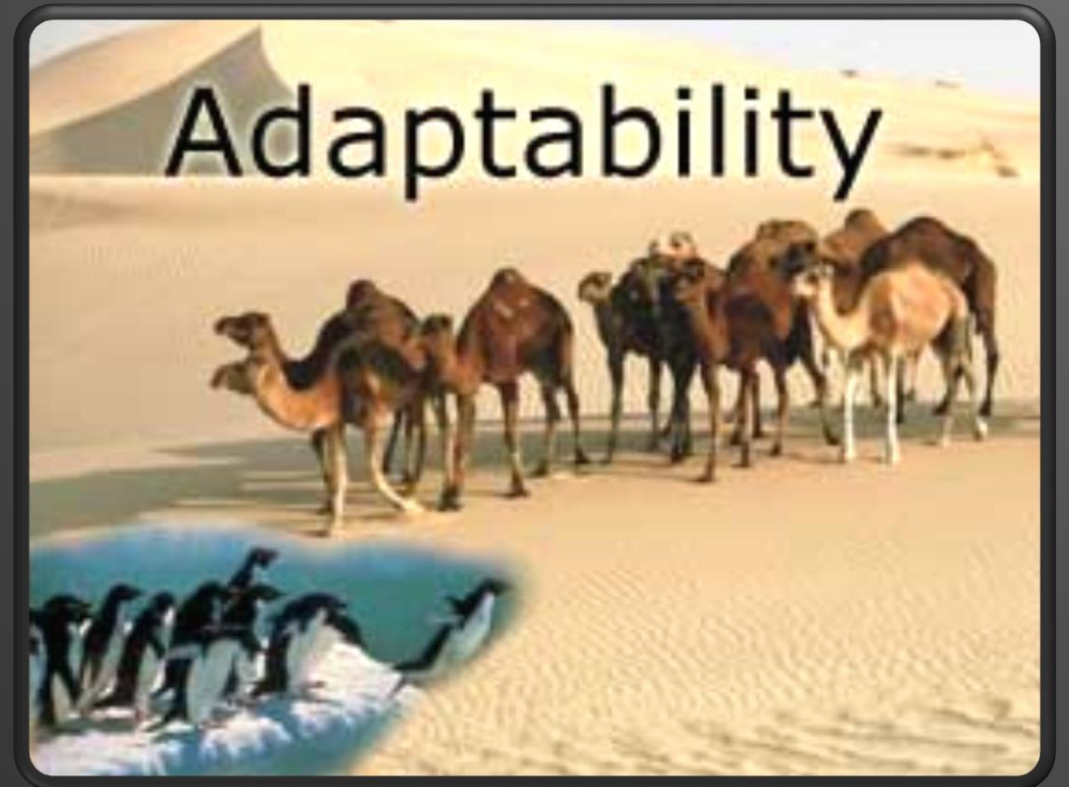
- ❖ Clarify, who to contact about what concerns
- ❖ Teach about emotions, people in the bible having them; e.g. anger, hurt, and shame; what emotions help with. Help people talk about and name emotions; they will be less affected by them.
- ❖ Conflict resolution and assertiveness skills, SYIS course. Caring enough to confront by Augsburger



# Personal Resilience Characteristics

## 4. Flexibility, Adaptability

- Accepting change as part of life
- Looking at sudden change as challenge AND opportunity
- Hopeful attitude, acknowledge positive changes, growth, however small





## 4. Flexibility, Adaptability



### **BUILDING**

- ❖ Exploratory trip prior to a planned major change
- ❖ Connect with others in a similar situation
- ❖ How do you think you can *live your calling* in these changed circumstances?
- ❖ *Gratitude practice* aside from acknowledging losses, *journaling* about possibilities in new circumstances, and growth opportunities

# Personal Resilience Characteristics

## 5. Ability to connect well with others

- Social competence, team player
- Good communication
- A warm and trusted person
- Ability to access support,  
e.g. accepting help, asking, trusting

**MOST IMPORTANT FACTOR  
ALONG WITH 6.**



## 5. Ability to connect well with others

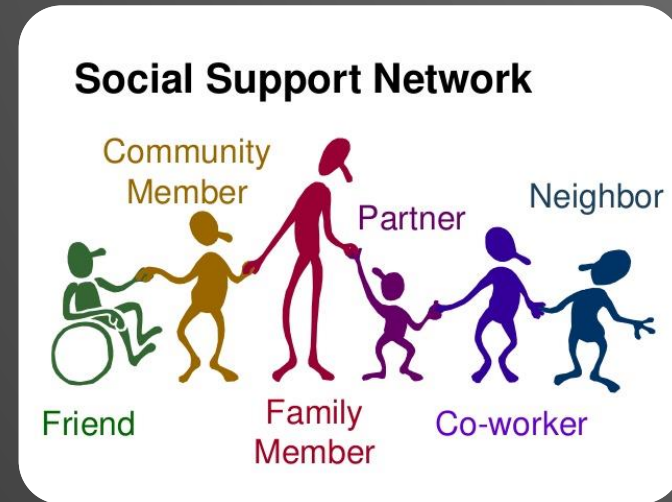
### **BUILDING**

- ❖ Mentor, Coach, Counseling
- ❖ SYIS training
- ❖ Personality type awareness



# Relational Resilience Characteristics

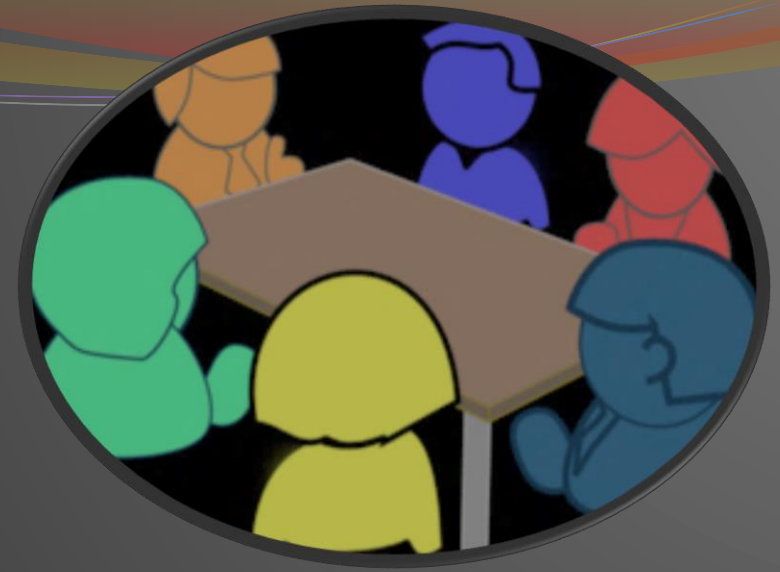
## 6. Social Support in Place



## 7. Graceful Disposition of Self, and Organization toward Distress



# GROUPS



About 5'

- Which idea or resource for building personal & relational resilience would you like to briefly share?

About 15'

- Design a candidate training OR individual growth plan that incorporates building most of the personal and relational resilience factors (learning, practicing, etc.)

# Psychological Resilience Characteristics

## Personal

1. Sense of Purpose, Calling
2. Sense of Control, Efficacy
3. Active VS. Passive Coping
4. Flexibility and Adaptability



Gratitude, Joy,  
Humility...Humor

## Relational

1. Ability to Connect Well
2. Social Support
3. Graceful Disposition towards Distress

