Oxygen Conference 2023

Workshop: The Importance of Emotional Self-Awareness for Heathy Ministry

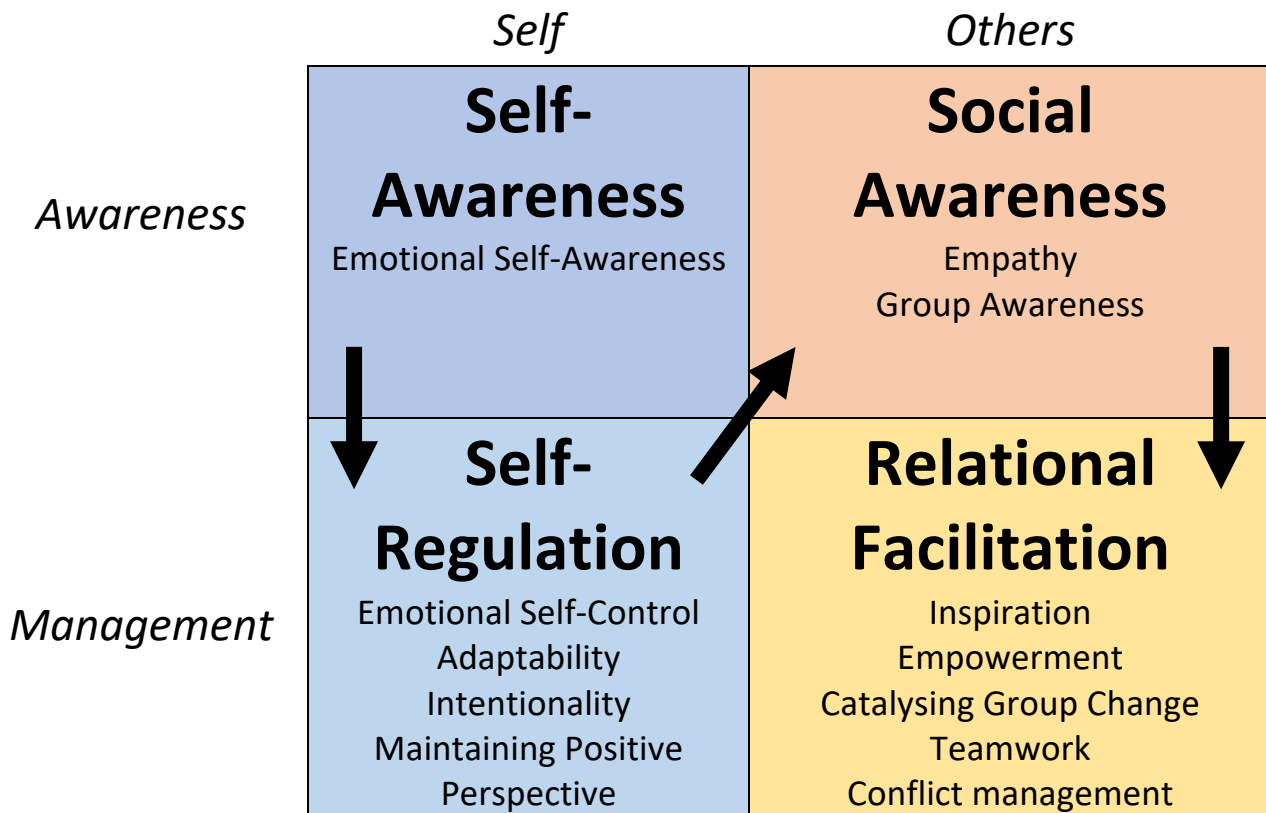Adapted from Tim Dyer Emotional and Social Intelligence 2016

The Bible & Emotions

The Emotional and Social Intelligence Framework

Emotional and social intelligence describes the capacities of awareness and regulation of the emotions, moods and behaviour of ourselves, of others and of groups. Many leadership theorists are seeing ESI as the key contributing element of effective leadership. Most measures of ESI correlate more highly with effective leadership than IQ. Daniel Goleman's best-sellers *Emotional Intelligence, Social Intelligence* and *The New Leaders* were some of the popular books that promoted 'Emotional and Social Intelligence.' The model he introduced sees ESI as a wide array of competencies and skills that contribute to leadership effectiveness. Goleman suggests 4 main constructs:

1. **Self-awareness** – the ability to read one's emotions and recognise their impact while allowing them to contribute appropriately to decision making.

2. **Self-Regulation or Self-Management** – involves controlling one's emotions and impulses and adapting to changing circumstances.

3. **Social Awareness** – the ability to sense, understand, and react to others' emotions while comprehending social networks.

4. **Relationship Facilitation or Management** – the ability to inspire, influence, and develop others while managing conflict.

	Self	*Others*
Awareness	**Self-Awareness** Emotional Self-Awareness	**Social Awareness** Empathy Group Awareness
Management	**Self-Regulation** Emotional Self-Control Adaptability Intentionality Maintaining Positive Perspective	**Relational Facilitation** Inspiration Empowerment Catalysing Group Change Teamwork Conflict management

Goleman includes a set of emotional competencies within each construct of ESI. Emotional competencies are not innate talents, but rather learned capabilities that must be worked on and can be developed to create effective leadership.

The Emotional and Social Competencies page reflects on 12 competencies organised into the four clusters above: Self-Awareness, Self-Regulation, Social Awareness, and Relationship Facilitation.
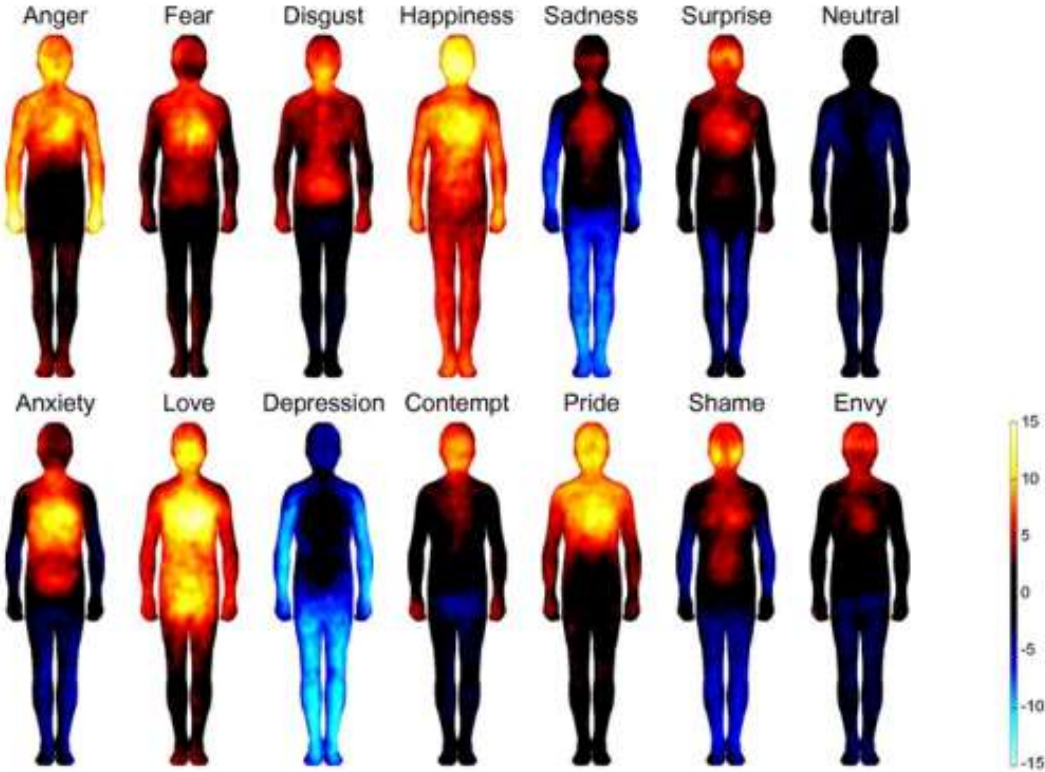
Emotional and Social Intelligence Competencies

Competency	Description	
Self-Awareness		
Emotional Self-Awareness	The ability to clearly and accurately identify one's own emotions and understand their impact on perception, thinking and behaviour. Emotional self-awareness is also the ability to read and interpret the physical sensations that accompany emotions. It is the ability to differentiate emotions from thoughts. It is the capacity to say "I feel angry...Or anxious... and this is why I am....... "	
	Average	
Self-Regulation		
Emotional Self-Control	The ability to hold the personal impact of emotions and impulses (whether they are threateningly negative or positively exciting) in check and to regulate how they are expressed. It is the capacity to resist being overwhelmed.	
Adaptability	The ability to adjust emotionally to changing personal and social circumstances. Adaptability is the capacity to match the emotional state of another if required.	
Intentionality	The ability to focus and apply emotional energy to achieving a goal or to completing a difficult task. This ability reflects the capacity to overcome emotional blocks or distractions and meet a commitment made.	
Maintaining Positive Perspective	This is the ability to frame the situation one faces in a positive way, seeing the potential for good, growth and change. In some models, it is referred to as optimism and is also the ability to harness this optimism as a motivator.	
	Average	
Social Awareness		
Empathy	Sensing, identifying and responding personally to others' feelings, emotional states and situations. Taking an active interest in their emotional well-being.	
Group Awareness	Reading a group's 'feel', its collective emotional energy, its social and power dynamics, being sensitive to relational dynamics.	
	Average	
Relationship Facilitation		
Inspiration	Sharing, reflecting, speaking, storytelling in ways that inspire or give emotional energy to others to move forward.	
Empowerment	Sensing others' and the group's interests, needs and values and enabling people to move in the direction of these in the social environment. This may occur through personal mentoring, supporting or through group facilitation.	
Catalysing Group Change	Seeing, suggesting, persuading the group and facilitating positive organisational and relational changes which benefit others and create a healthy relational environment.	
Teamwork	Creating and maintaining a common vision, developing effective team interaction and maintaining a supportive environment in which people are enabled to work together.	
Conflict Management	Creating a safe and constructive environment for handling differences and resolving disagreements. Facilitating intentional processes for resolution.	
	Average	

Sample List of Emotions

	JOY / HAPPINESS	LOVED / LOVING	SADNESS	ANGER	FEAR	SHAME / DISGUST
Relatively High Emotional Intensity	Elated Overjoyed Thrilled Exuberant Ecstatic Empowered Optimistic Delighted Amazed	Loved Loving Accepted Blessed Attracted Enchanted Fascinated Passionate Adoration Devoted	Despairing Devastated Depressed In agony / Anguish Hurt Dejected Hopeless Distressed	Enraged / Outraged Furious Violent Hating Mad Angry Exasperated Aggressive	Terrified Petrified Panic Shocked Frightened Frantic Threatened Paranoid	Worthless Mortified Disgraced Guilty Dishonoured Remorseful Unworthy Rejected Disgusted
Medium Emotional Intensity	Cheerful Thankful Pleased Relieved Satisfied Loved /Loving Energetic Excited	Trusting Encouraged Moved Tender Caring Connected Appreciated Empathy Compassion Supported	Alone Miserable Sorrowful Heartbroken Lost Grieving Sick Misunderstood Loss	Frustrated Annoyed Hostile Jealous Defiant Exploited Intolerant Provoked	Fearful Insecure Intimidated Anxious Helpless Suspicious Confused Disturbed Unsafe	Sorry Embarrassed Apologetic Sneaky Regretful Stupid Ashamed
Relatively Low Emotional Intensity	Appreciated Glad Content Peaceful Pleasant Tender Positive Creative Hopeful Amused	Admiration Respect Sentimental Kind Caring Friendly Affectionate Warm	Disappointed Unhappy Upset Dissatisfied Discouraged Tired	Irritated Touchy Uptight On edge Agitated Critical Sarcastic Selfish	Uneasy Apprehensive Cautious Nervous Worried Shy / Timid Unsure Bewildered Concerned	Uncomfortable Ridiculous Regretful Defensive Sheepish

Bodily topography of basic (Upper) and nonbasic (Lower) emotions associated with words.

Lauri Nummenmaa et al. PNAS 2014;111:646-651

PNAS

(PNAS - Proceeding of the National Academy of Sciences of the United States)

AN EMOTIONAL AND SOCIAL INTELLIGENCE CHECK-UP FOR LEADERS

1. **Develop a broad and accurate emotional vocabulary.**

2. **Become an appreciative student of others with whom we share life and work.**

3. **Learn how to say 'no' (to ourselves and others)**

4. **Commit to embracing growth and change.**

5. **Become difficult to offend.**

6. **Learn from mistakes and let them go.**

7. **Develop Biblical responses to resolving conflict.**

8. **Learn to be generous and other-person centered.**

9. **Cultivate thankfulness and gratitude.**

10. **Practice regular times of disconnection.**

11. **Grow your 'Union with Christ' identity.**

12. **Commit to good sleep patterns, healthy eating and regular exercise.**

OUR STORIES

OTHER PRACTICES FOR RAISING EMOTIONAL SELF-AWARENESS

1. The Spiritual Disciplines: practicing God's presence through slowing, rest, reflection, meditative reading of the Scriptures; retreats.

Resources:
Dallas Willard, *The Spirit of the Disciplines;* with Jim Wilder, *Renovated*
Ahlberg Calhoun, *A Spiritual Disciplines Handbook*
Peter Scazzero, *Emotionally Healthy Spirituality*

2. **Life Mapping : https://leaderbreakthru.com/timeline/**

3. **Understanding Relationships using Bowen Family Systems Theory**

   Jenny Brown, *Growing Yourself Up*
   Herrington, Creech & Taylor, *The Leader's Journey*
   Brown and Errington (Eds), *Bowen Family Systems Theory in Christian Ministry*
   Ed Friedman, *Generation to Generation*