

YOUR LIFE AS INFLUENCED BY SELF AND SYSTEMS



FACULTY AND STAFF LUNCH AND LEARN PT 1
FALL 2018

Key Ideas for today:

1. What is Systems Thinking?
2. Identifying the impact of system on self
3. Characteristics of a chronically anxious system
4. Productive ways forward in the midst of chronic anxiety
5. Appendix: Wellbeing overview & definitions

EXPERIENCING ANY OF THESE?

FEAR, INSECURITY AND UNCERTAINTY:

Who was let go? Who is next? How long until this happens again?
Will these measures really help us in the long run?

DISTRUST OR BETRAYAL

Can we trust the leadership to have made good, fair and useful decisions?
How could they do this to us again?!

SADNESS, DEPRESSION, GUILT

I am going to miss my colleague. I don't know if I have the energy to keep going.
I feel terrible that I still have my job and _____ was let go.

FRUSTRATION, RESENTMENT, ANGER

What does this mean for my job duties now? How much more work will I have to take on?
What are other departments doing to be better stewards/managers of their budgets?

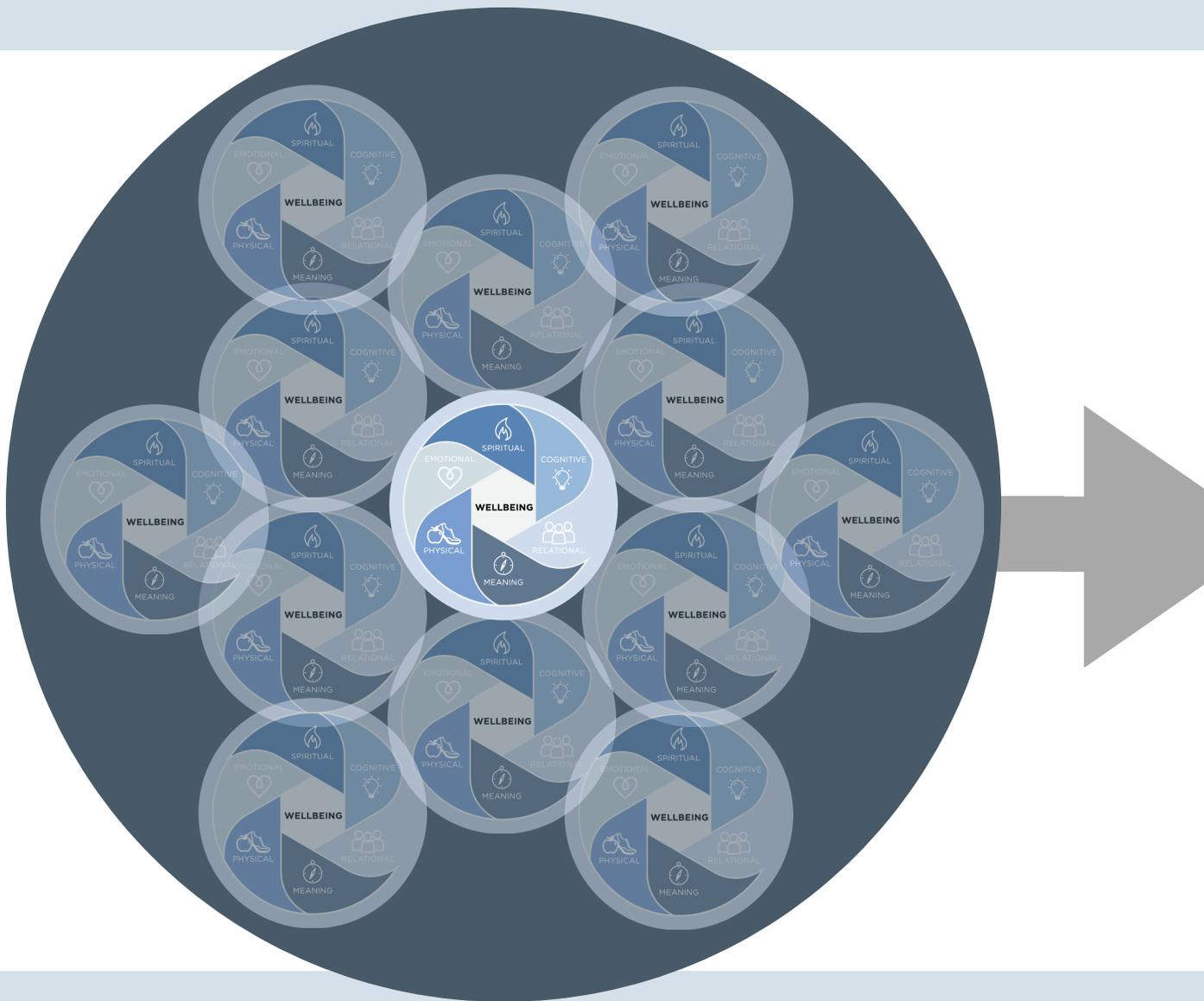
OPTIMISM, CONTINUING COMMITMENT

Tough decisions were made but now we have a sustainable model moving forward. Time for innovation!
Even though this is really hard, I am hopeful that the future will be more stable now.

SEEING SELF & SYSTEM

SYSTEMS THINKING

Systems thinking is a discipline for seeing wholes and a framework for seeing interrelationships among elements. (Senge, 1990). Systems thinking includes the skill of understanding how the behavior of a system arises from the interaction of its elements over time. (Sweeney & Sterman, 2000). Systems thinking recognizes interconnections, identifies feedback loops, understands dynamic behavior (Stave & Hooper, 2007). Finally, systems thinking is the ability to think abstractly in order to incorporate multiple perspectives, understand complex system behavior and reliably predict the impact of change to a system (Squires, Wad, Dominick & Gelosh, 2011).



THE POINT:

To understand your internal process during this season at Bethel, you need to recognize that you are part of a large system. As elements (people, decisions, experiences) interact with one another, Bethel as a whole begins to behave in certain ways. As employees, we need to recognize interconnections. We need to identify feedback loops. We need to understand dynamic (changing, fluid, responsive) behavior within our Bethel system. As employees, we need to think abstractly and understand multiple perspectives in order to really comprehend what is happening right now and predict a bit how we might respond to change at this time.

ANXIOUS SYSTEMS & WAY FORWARD

CHARACTERISTIC #1:

REACTIVITY:

"Panic in search of a trigger"

CHARACTERISTIC #2:

HERD INSTINCT:

"Positive feelings over progress"

CHARACTERISTIC #3:

BLAME DISPLACEMENT:

"Not owning part in dance"

CHARACTERISTIC #4:

QUICK FIX MENTALITY:

"Pressure for symptom relief"

PRODUCTIVE WAYS FORWARD:

APPENDIX

SELF CARE VS. SOUL CARE

THE AIM OF SELF-CARE

Self-care focuses on being balanced, healthy and well.

When you don't feel balanced, healthy and well, you engage self-care practices to restore yourself.

The focus for this care is: **inward on oneself**

THE AIM OF OF SOUL CARE THAT LEADS TO WELLBEING

Soul-care shifts your focus outward, encouraging movement toward wholeness, thriving and flourishing within & between people.

When you don't sense a flourishing within yourself or your relationships, you engage soul-care to join God in the renewal of your soul, your relationships and the systems you are part of.

The focus for this care is: **first on one's soul, then one one's relationships, and finally on one's interaction with the world.**

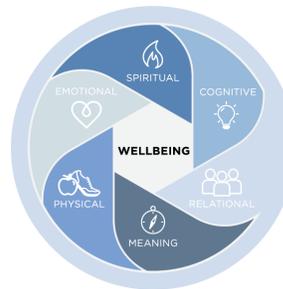
Wellbeing shifts the focus from self-care to soul-care for the sake of the systems people are part of.

This kind of wellbeing is the kind of wellbeing inherent in Shalom.

WHAT HELPS RENEW A SOUL?

Joining God in the renewal of:

Spiritual
Cognitive
Emotional
Physical
Relational &
Meaning aspects of one's life



THE INTERCONNECTION OF INTRA AND INTER PERSONAL WELLBEING

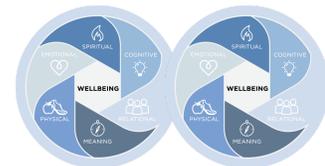
Tending to your own intrapersonal wellbeing means investing in your soul's sense of flourishing. When your soul is thriving, it shows up differently in life. It has reserve and resources to help it engage well with others. This is how Intrapersonal Wellbeing affects Interpersonal Wellbeing.

Relationships function better when people are coming to them from a place of thriving instead of from a place of depletion, fear and exhaustion. The deep hope is that relationships between God's people would be thriving relationships. Then, God's people might have a chance at impacting the Systems they are part of for God's good purposes.



INTRAPERSONAL WELLBEING

An individual's quality of life ideally characterized by wholeness and thriving which has been influenced by the spiritual, cognitive, emotional, physical, relational and meaning aspects of life.



INTERPERSONAL WELLBEING

the quality of life and relationship between people ideally characterized by justice-infused peace, mutual respect, connection and thriving..