

HOW DISILLUSIONMENT WITH A SYSTEM CAN ERODE WELLBEING



FACULTY AND STAFF LUNCH AND LEARN PT3
FALL 2018

Key Ideas for today:

1. What is disillusionment?
2. Hope & expectation
3. What if...
4. Resilience

TODAY MAY FEEL A BIT LIKE THIS ...

START OFF OK

WE'LL END ON AN
OPTIMISTIC NOTE!



MAY SLUMP A BIT
IN THE MIDDLE &
FEEL HEAVY OR WEIGHTY
BUT HANG IN THERE....

DISILLUSIONMENT

DEFINITION OF DISILLUSIONMENT

Feeling disappointed when something turns out to not be as good as one believed it to be

Some of the psychology & physiology of an optimistic and hopeful work environment:

Why disillusionment feels so 'horrible or taxing':

HOPES & EXPECTATIONS

What did you believe it would be like to work at Bethel?

What were your hopes for working here?

Subsequently, what expectations had you created for working here?

If you have been here a long time, try to remember when you first came ... what hopes & expectations did you have at that time? Have those hopes & expectations shifted at all?

MET:

UNMET:

**HOPES
FOR YOUR
WORK AT
BETHEL:**

**EXPECTATIONS
THAT EMERGED
FROM YOUR
HOPES:**

WHAT IF

LEARNING TO NAVIGATE THE "WHAT IF" OF WORKING HERE

What if Bethel does not change?

What if the foreseeable future (3-5) years continues to be colored by financial difficulty, the need for innovation, forced changes in pedagogy/teaching methods? How will you be able to continue working here?

WARNING: Working here could become transactional - this is common for employees.

WHAT IF BETHEL 'DOESN'T CHANGE'?

Engage this thought activity. by practicing a rudimentary form of dialectical thinking.

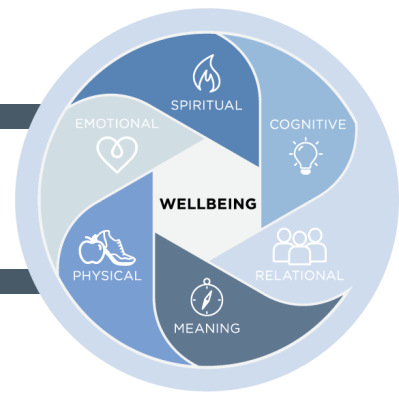
What if Bethel doesn't change? How will you handle the anxiety, discontinuous change and perpetual tension?

OPTION 1

OPTION 2

OPTION 3

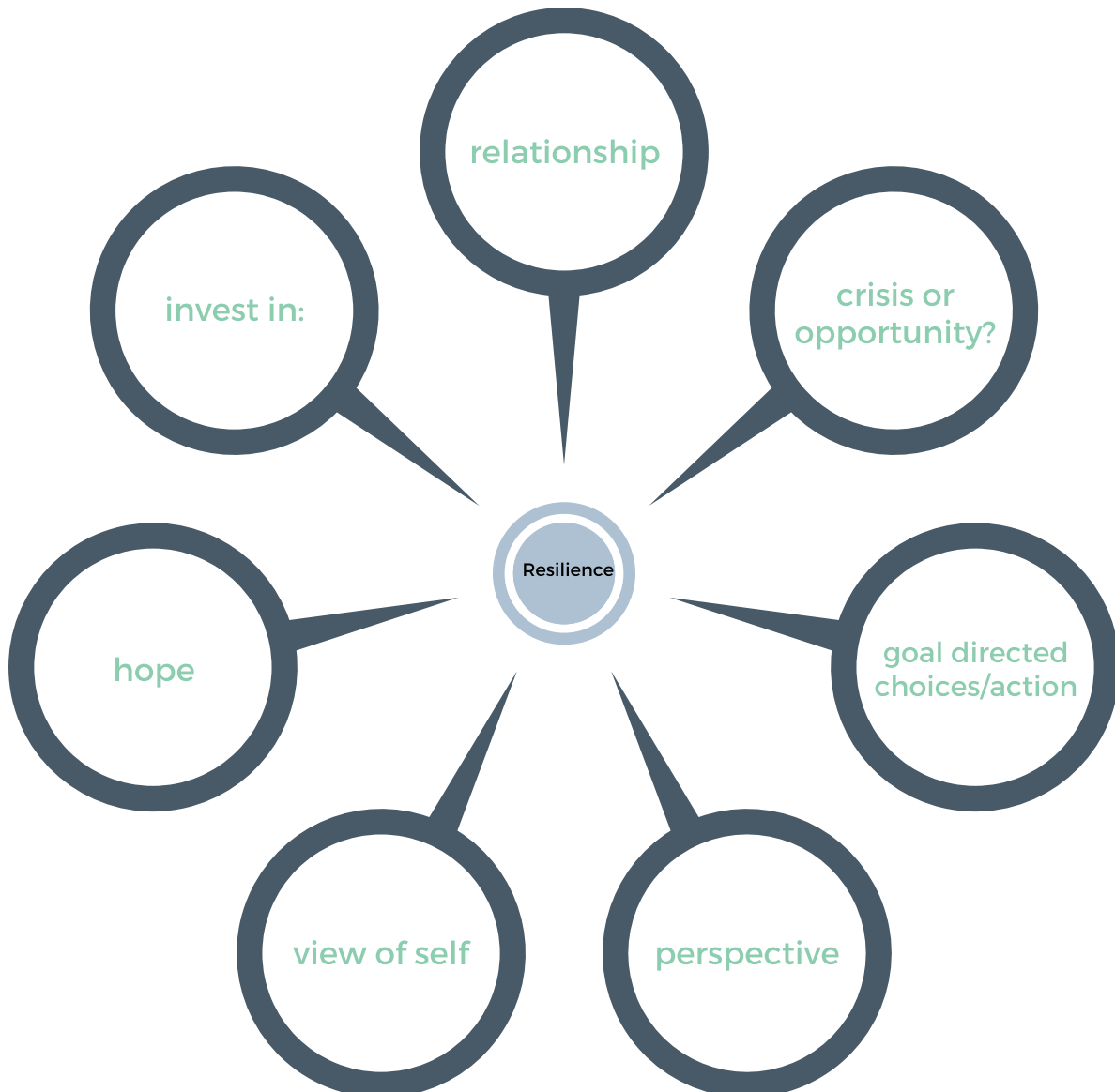
RESILIENCE



WHAT IS RESILIENCE?

FACTORS INFLUENCING ONE'S LEVEL OF RESILIENCE:

BUILDING RESILIENCE:



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.**

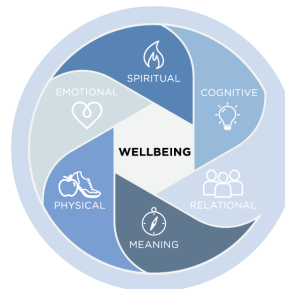
Wellbeing shifts the focus from self-care to soul-care for the sake of the systems people are part of.

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

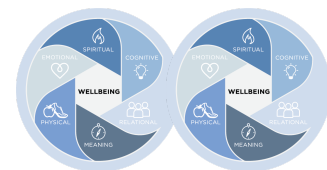
Tending to your own intrapersonal wellbeing means investing in your soul's sense of flourishing. When your soul is thriving, it shows up differently in life. It has reserve and resources to help it engage well with others. This is how Intrapersonal Wellbeing affects Interpersonal Wellbeing.

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..