



Pre-Seminar Assignments:
***Clergy Wellbeing: Balancing Your
Ministry, Renewing Your Life***

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Dear Participant in the “Clergy Wellbeing” Seminar,

We are looking forward to your participation in this upcoming seminar. We expect that this will be a meaningful time for reflection, renewal and maybe even redirection in your life or ministry.

In order to maximize our time for discussion and presentations at the seminar, I would advise you to take time prior to the seminar to complete each of the enclosed inventories. You may want to plan on an one hour and a half or so to take these inventories. Then, bring your completed inventories with you to the seminar.

If, for whatever reason, you cannot find the time to complete these inventories, that is okay. Really! You can do it after the seminar. Just know that we will not take time during our seminar sessions to fill out the inventories.

Please note: These inventories will be for *your own* reflection and for our discussion at the seminar. You will share only what you have learned from doing the inventory and only what you chose to share about specific items.

Again, we look forward to our time together,

-Larry Peers and Cathy Lee Cunningham
The Alban Institute

4. 65 – 80 You are a victim of extreme burnout. A radical intervention into your life is necessary if you are to regain control of your health and vitality. Please take your condition seriously.

Individual reflection:

1. Since burnout usually creeps up on us unaware, recall the times when you were not experiencing this condition. What changes took place in your life and/or work to help bring this about?
2. What are some options for you in coping with your burnout?
3. Who are the individuals or what are the resources you can turn to help you reverse the burnout trends in your life.

Group discussion:

1. What are the signs or symptoms of burnout you have experienced?

2. What is your sense of the meaning behind your burnout score.

3. What support will help you more effectively manage stress and prevent burnout?

The Strain Response

The material below is adapted from John D. Adam's survey "The Strain Response." It is used here with permission of the author.

The Strain Response Inventory is another way to measure whether you are living your life below, above or just at your stress threshold. Stress that is no longer productive for us usually results in some sort of strain on our lives.

Strain Response Inventory

- 0 = Never
- 1 = Infrequently
- 2 = Frequently
- 3 = Regularly

Strain Rating	#	Strain Inventory
	1	Eat too much
	2	Drink too much alcohol
	3	Smoke more than usual
	4	Feel tense, uptight, fidgety
	5	Feel depressed or remorseful
	6	Like myself less
	7	Have difficulty going to sleep or staying asleep
	8	Feel restless and unable to concentrate
	9	Have decreased interest in sex
	10	Have increased interest in sex
	11	Have loss of appetite
	12	Feel tired/low energy
	13	Feel irritable
	14	Think about suicide
	15	Become less communicative
	16	Feel disoriented or overwhelmed
	17	Have difficulty getting up in the morning
	18	Have headaches

Strain Rating	#	Strain Inventory
	19	Have upset stomach
	20	Have sweaty and/or trembling hands
	21	Have shortness of breath and sighing
	22	Let things slide
	23	Misdirected anger
	24	Feel "unhealthy"
	25	Feel time bound, anxious about too much to do in too little time
	26	Use prescription drugs to relax
	27	Use medication for high blood pressure
	28	Depend on recreational drugs to relax
	29	Have anxiety about the future
	30	Have back problems
	31	Unable to clear up a cold, running nose, sore throat, cough, infection
		Total Score (add all your numbers)

Interpreting your score

0 – 20

Below average strain in your life.

21 – 30

Stress starting to show its effects in your life. You are living life near your stress threshold, at times crossing it.

31 – 40

Above average strain. Stress is having a very destructive effect on your life. You are living a good portion of your life beyond your stress threshold.

40+

Unless you do something soon to alleviate your stress, more serious illness will follow.

LEADERSHIP PRACTICES INVENTORY

Your Name: _____

Instructions: For each statement decide on a response and then record the corresponding number in the square to the left of the statement. Every statement should have a response.

1 = Almost Never

2 = Rarely

3 = Seldom

4 = Once in a While

5 = Occasionally

6 = Sometimes

7 = Fairly Often

8 = Usually

9 = Very Frequently

10 = Almost Always

- 1. I set a personal example of what I expect of others.
- 2. I talk about future trends that will influence how our work gets done.
- 3. I seek out challenging opportunities that test my own skills and abilities.
- 4. I develop cooperative relationships among the people I work with.
- 5. I praise people for a job well done.
- 6. I spend time and energy making certain that the people that I work with adhere to the principles and standards we have agreed upon.
- 7. I describe a compelling image of what our future could be like.
- 8. I challenge people to try out new and innovative ways to do their work.
- 9. I actively listen to diverse points of view.
- 10. I make it a point to let people know about my confidence in their abilities.
- 11. I follow through on the promises and commitments that I make.
- 12. I appeal to others to share an exciting dream of the future.
- 13. I search outside the formal boundaries of our congregation for innovative ways to improve what we do.
- 14. I treat others with dignity and respect.

- 15. I make sure that people are creatively rewarded for their contributions to the success of our projects, programs, committees or ministries..
- 16. I ask for feedback on how my actions affect other people's performance.
- 17. I show others how their long-term interests can be realized by enlisting in a common vision.
- 18. I ask "What can we learn?" when things don't go as expected.
- 19. I support the decisions that people make on their own.
- 20. I publicly recognize people who exemplify commitment to shared values.
- 21. I build consensus around a common set of values for leading our congregation.
- 22. I paint the "big picture" of what we aspire to accomplish.
- 23. I make certain that we set achievable goals, make concrete plans, and establish measurable milestones for the projects and programs that we work on.
- 24. I give people a great deal of freedom and choice in deciding how to do their work.
- 25. I find ways to celebrate accomplishments.
- 26. I am clear about my philosophy or theology of leadership.
- 27. I speak with genuine conviction about the higher meaning, calling and purpose of our work.
- 28. I experiment and take risks, even when there is a chance of failure.
- 29. I ensure that people grow in their volunteer positions or jobs by learning new skills and developing themselves.
- 30. I give the members of the congregation lots of appreciation and support for their contributions.

-adapted from Kouzes and Posner, The Leadership Challenge

Leadership Practices Inventory

Please put your scores for each inventory item on the chart below and add each column.

	Modeling The Way		Inspire a Shared Vision		Challenge The Process		Enable Others to Act		Encouraging the Heart	
	Item	Score	Item:	Score	Item:	Score:	Item:	Score:	Item:	Score
	1.		2.		3.		4.		5.	
	6.		7.		8.		9.		10.	
	11.		12.		13.		14.		15.	
	16.		17.		18.		19.		20.	
	21.		22.		23.		24.		25.	
	26.		27.		28.		29.		30.	
Add Score Columns:										