

ICSC

Conference: Emotional Skills for Evangelization

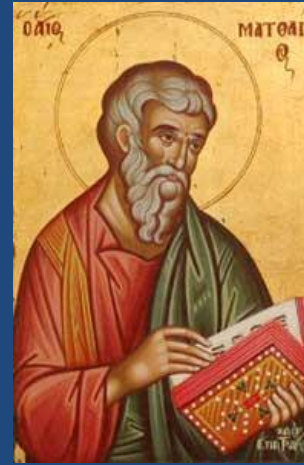
by Dan R. Ebener

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Dropping our Nets



Matthew 4:18-20

“As he was walking on the Sea of Galilee, he saw two brothers, Simon who is called Peter, and his brother Andrew, casting a net into the sea; they were fishermen. He said to them, ‘Come after me, and I will make you fishers of men.’ At once, they left their nets and followed him.”

“Missionary Disciples”



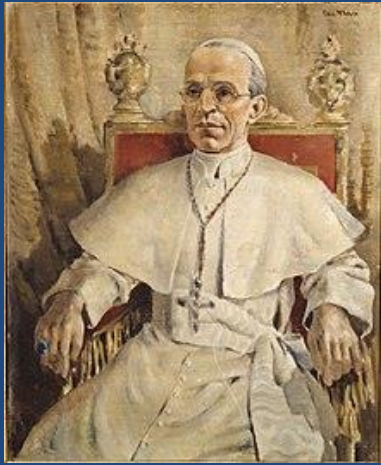
- “Called forth” to “come and follow” Jesus
- Our mission as disciples is to take on the mission of Jesus, and in the process, to be transformed by our relationship with Christ.



Visionary Apostles

- We are also called to become “apostles” – those who are “sent forth” as leaders, teachers and evangelists.
- When we practice leadership, we share in the vision of Jesus to build the Kingdom of God “on earth as it is in heaven.”

“Lay Apostles”



Pope Pius XII
1952

“We would love to have vast phalanxes of apostles rise up, like that the Church knew at her origin... Yes, bearers of life, penetrate, in every place – factories, workshops, fields - **wherever Christ has the right to enter”**

Leadership



The Church and the World needs change.
And a new model for leading change.

Theme of my books...



- Organizations need leadership!
– From all levels

Leadership is about building our **capacity for change** – collectively and individually, **inwardly** and outwardly.

Leadership... for the Greater Good



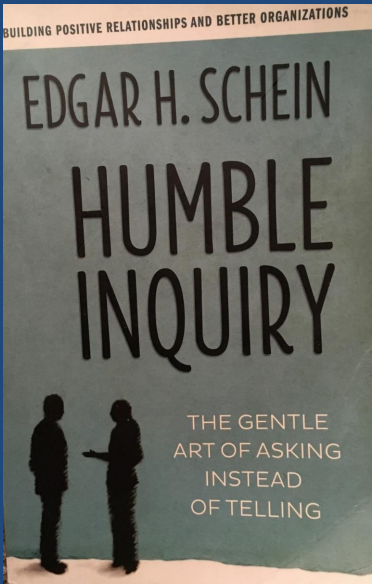
Anyone can lead !!
– with or without authority

– Leadership is an **Activity**

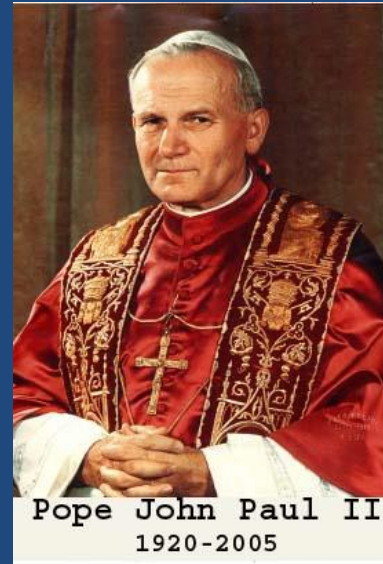
- Not a position
- Not a title
- Not a promotion

Practice Vulnerability:

Make it Safe for Others to Speak Out



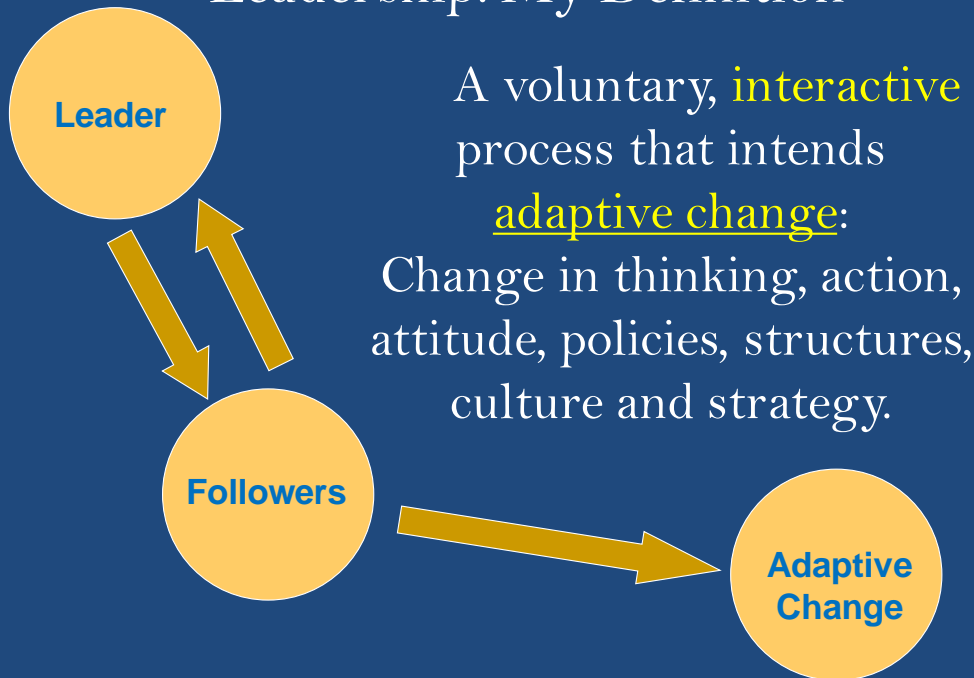
- Wisdom to know you don't have all the answers.
- Plus...
- Humility to admit that to others.



Pope St. John Paul II

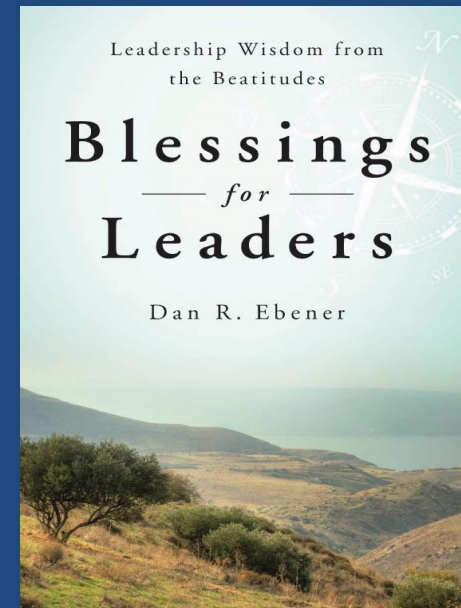
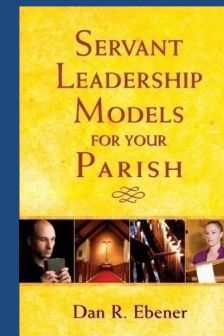
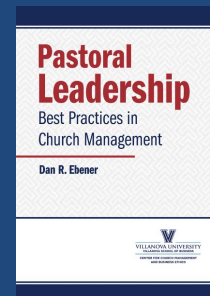
“The Church fulfills her mission when she guides every member of the faithful to discover and live his or her own vocation in freedom”

Leadership: My Definition



Servant Leadership

- What is it anyway?
Greenleaf: “Motivated to serve, then to lead”.



Servant Leaders



- Ultimate test of the servant leader:
 - Are those being served healthier, wiser, freer?

Adaptive Leadership



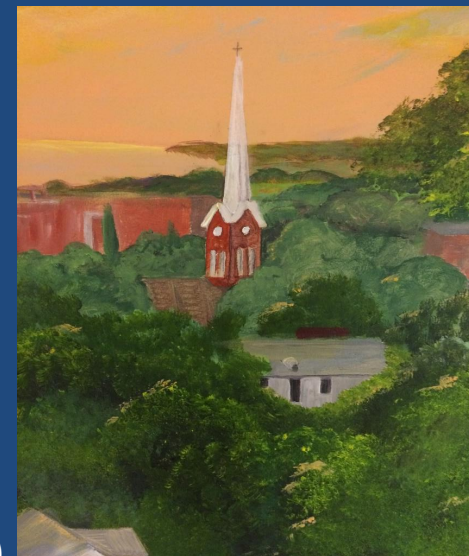
- “Adaptive” challenges cry out for leadership
- No easy solutions
- No “technical” fixes
- Changes of culture, attitude and behavior

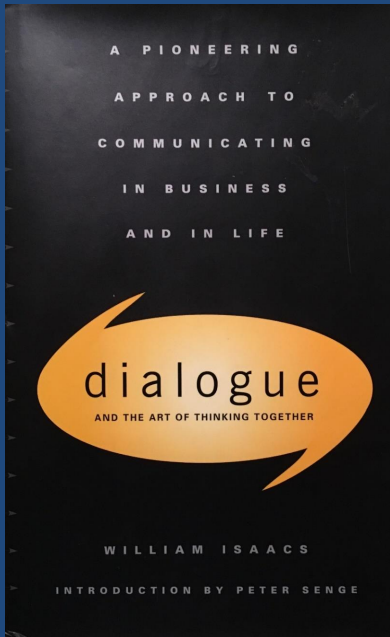
- Organizational challenges have changed
 - They are more adaptive in nature
- Therefore, we need more “leading change”
 - Less “managing change”



For Example:
Building a “Culture of Love”

- Shortages:
 - Workers
 - Materials
 - Trust in institutions
 - Leadership
- No shortage in God’s love, so everything is still possible, if we remember who is really in charge. (Romans 9:12)





Dialogical Leadership

- Mutual influence... two-way exchange
- Opens up opportunities
- Builds trust
- Uncovers multiple perspectives and solutions
- Increases engagement by gaining buy-in

Dialogical Leadership

Moving away from:
"Command and Obey" (Compliance)

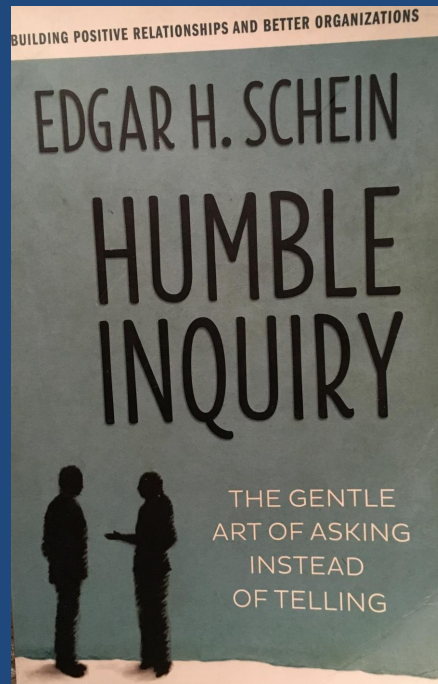
Moving toward:
Invite, Influence,
Engage, Inspire
(Collaboration)



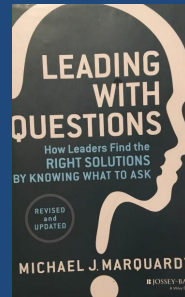
To Identify Adaptive Challenges and their Solutions:

Humble Inquiry

- Curiosity
- Humility
- Empathy



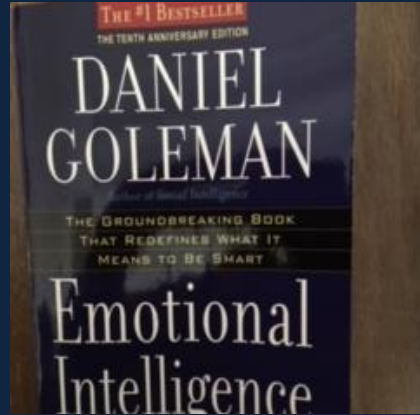
Leading with Questions



- Jesus asked 308 questions in the 4 gospels
- Lead with questions by showing genuine interest in the other person
 - Open-ended questions
 - Asked with curiosity, empathy and humility

Emotional Intelligence: A Definition

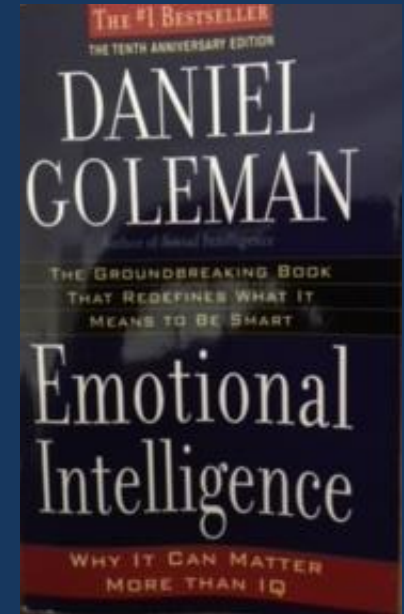
- “The capacity to recognize and to regulate our emotions, and the emotions of others.”



Emotional Quotient (EQ)

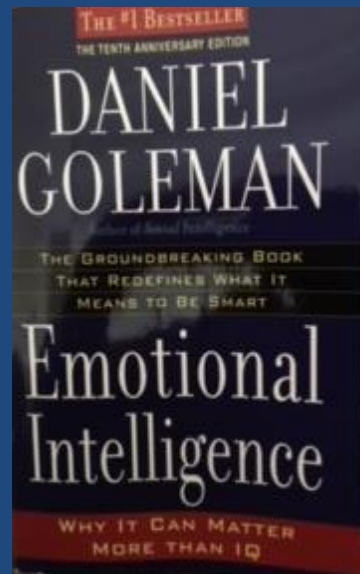
EQ is:

Higher predictor of
workplace success
than IQ



E.I. teaches that emotions
can be...

- A force for “motivation”
 - Essential to good judgment
 - A sign of vitality
- Enhancement to reason
- Foundation of trust and connection
 - Spark for creativity
 - Signal for morality



We can Change!

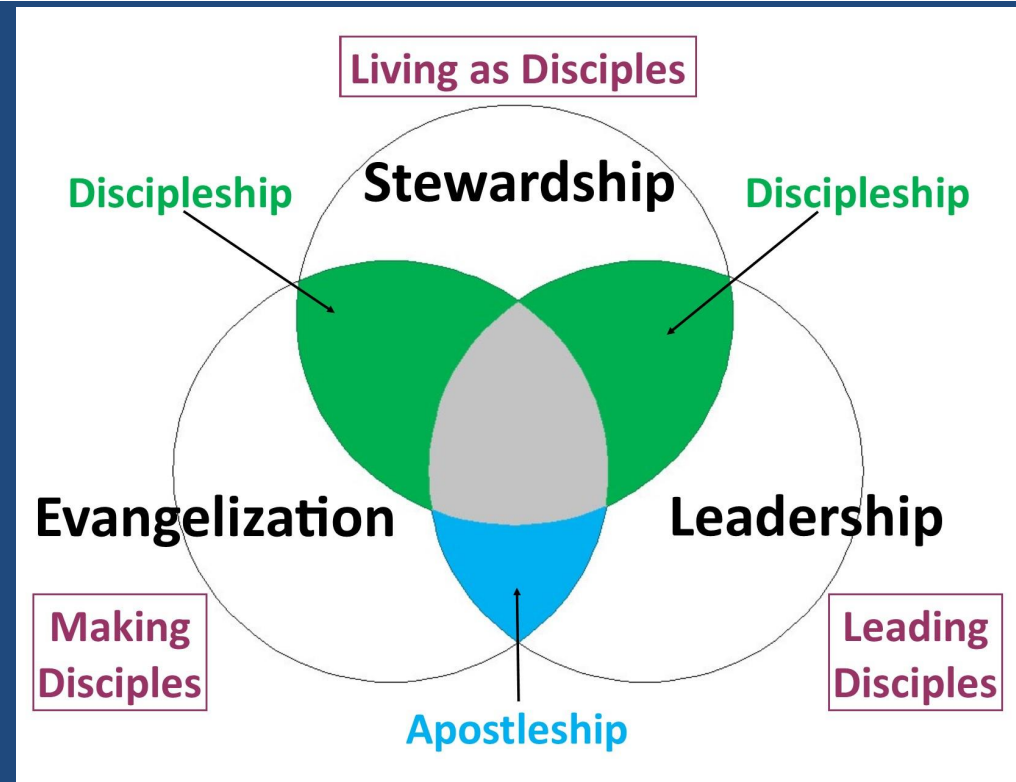
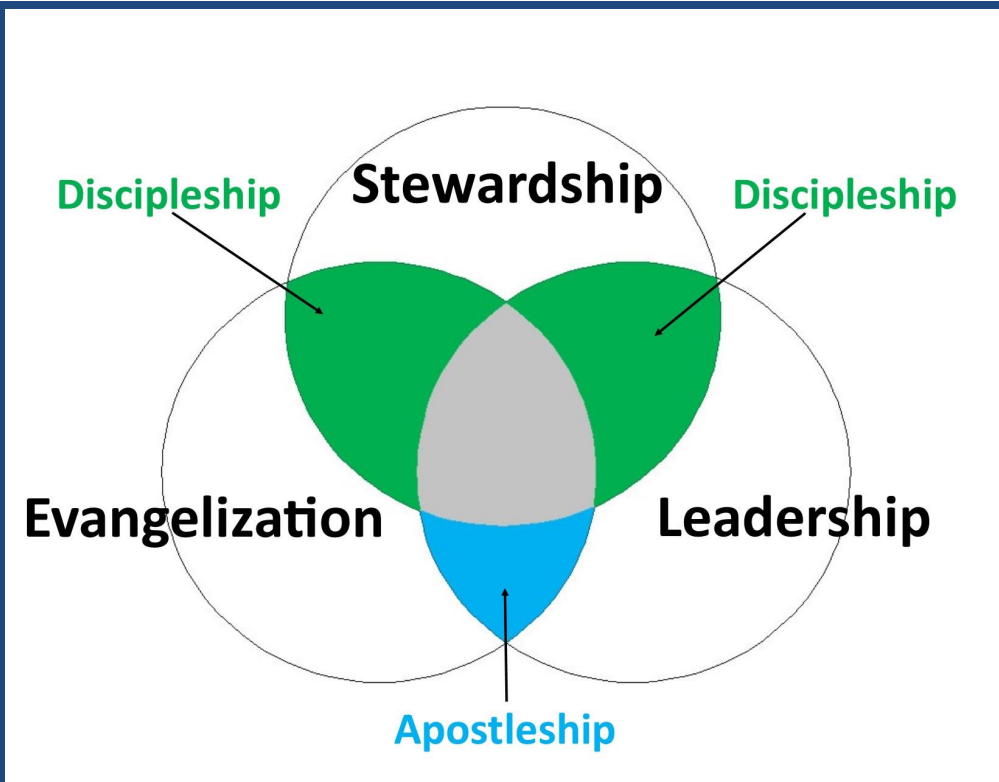
- Research shows that the adult human brain is change-able.
- The mind changes the brain





Mind over Brain

1. Before we can “Go and make disciples”, we must be disciples.



2. Before we can change minds about Christ, we must first take on the “Mind of Christ”.

The “Mind of Christ” is Ever-Mindful of Opportunities to Evangelize

- Be mindful of opportunities and ready to evangelize when the moment comes.



The “Mind of Christ” has Courage:
Go to the Peripheries

Be ready, willing and able to serve when the opportunity presents itself

...“Be Not Afraid”



The “Mind of Christ” is **Humble** => Being “Fully Human”

- Grounded in the reality of our own human strengths and weaknesses.
- “Blessed are the meek”



The “Mind of Christ” Cares: Empathy

- To “feel inside”
- “Blessed are they who mourn”
- Identify with the “least of these”



3. To reach “full, active and conscious participation” in prayer and liturgy, we must develop the prefrontal cortex.

Brain Function

- Amygdala ->
- Limbic System ->
- Neocortex ->
- Prefrontal Cortex
- Ten times more signals going from limbic system to the neocortex than the other way around.



4. To develop the prefrontal cortex, spend time in “mindful” behaviors – prayer, liturgy, meditation, Eucharistic adoration



Prayer can change our self-talk, and prepare us for evangelization



5. Before we can evangelize,
we must build trust.



Amygdala Activity is Related to Lower
Trust!

Two neurochemicals (hormones)
related to increase in Trust:

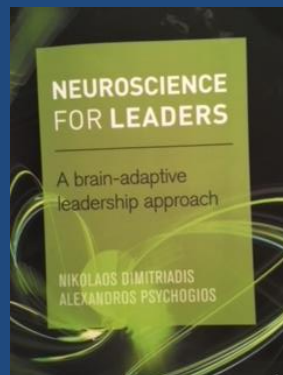
1. Oxytocin (love, empathy):

- music, hugs, meals, eye contact, gifts,
meditation

2. Vasopressin:

- infusing excitement and surprises into
a relationship

The Brain and Trust

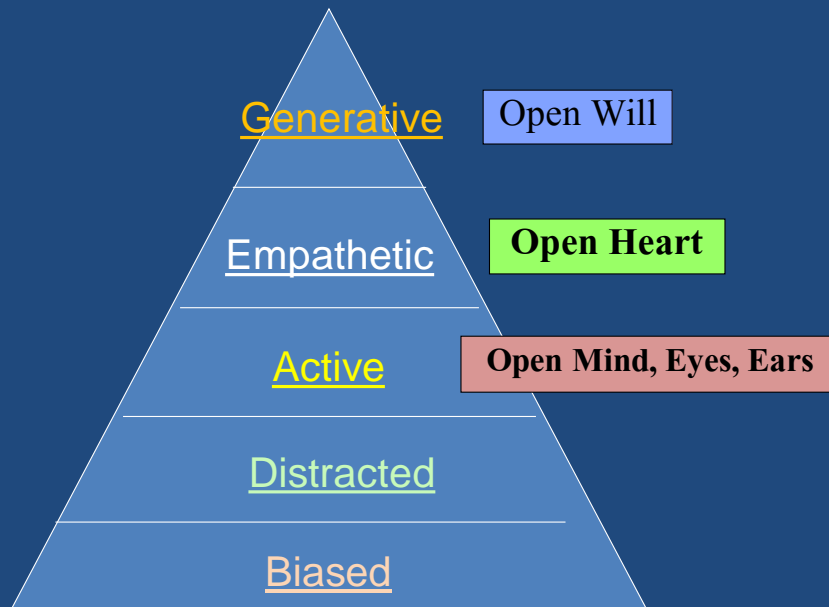


6. To speak with love,
we must listen with love



Five Levels of Listening

(Borrowing from Scharmer, Thomas and Jesus)



Generative Listening

Generative listening requires engaging:
(1) the brain, (2) the mind,
(3) the heart, and (4) our neighbors (Luke 10:27)



Listening is a Solo Task

7. To listen carefully,
we must quiet our world of distractions.

NEUROSCIENCE FOR LEADERS

A brain-adaptive
leadership approach

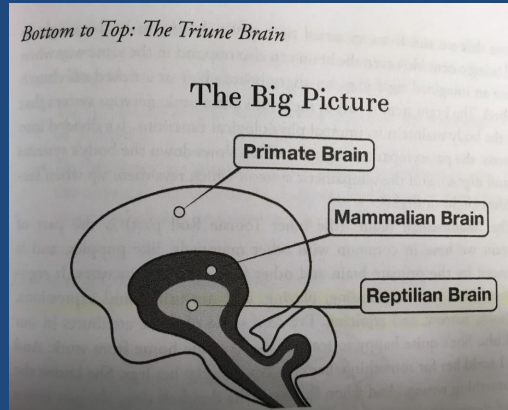
NIKOLAOS DIMITRIADIS
ALEXANDROS PSYCHOGIOS

- If you are multi-tasking, and one of the tasks is listening, you are not listening.

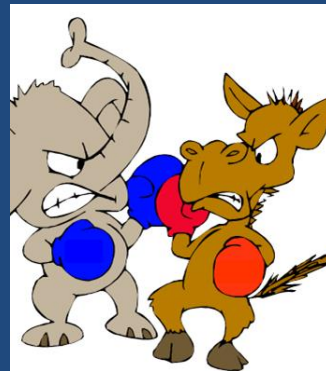


The Triune Brain

- Reptilian brain: Sympathetic (fight or flight) or Para-sympathetic (rest and digest)
- Mammalian brain: Limbic system (emotions) and basal ganglia (habits)
- Primate brain: Thinking, reflecting, deciding and thinking about our thoughts (pre-frontal cortex)



8. To make sure our evangelizing is not seen as proselytizing, we must gauge the receptivity of the other person.



Amygdala Hijack:

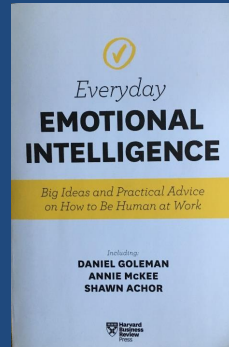
- Freeze, Flee or Fight

9. To exude the positivity (joy) of discipleship, we must nurture positivity in our brains.



- Extended venting can lead to poor outcomes.
- A better approach is cognitive reappraisal (self-talk).
- Emotions are contagious.
- Those in authority must especially demonstrate positive emotions.

Positive Emotions in the Culture



Outward Signs of Missionary Discipleship

The Joy of the Gospel



- Joyful celebration of the Eucharist
- Newer, younger, diverse members of the community
- Authentic hospitality
- Lay engagement
- Shared leadership
- Grateful stewardship
- Hearts for social justice

9. To become socially aware, we must first become self-aware.



Awareness:
What I See

Self

Self-Awareness
(Mindfulness)

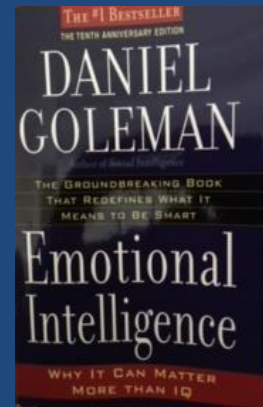
Others

Social Awareness
(Empathy)

Action:
What I Do

Self-Control
(Temperance)

Social Skills
(Listening)



"Succinctly explains how to deal with emotions creatively and employ our intelligence in a beneficial way."

—THE DALAI LAMA

EMOTIONAL INTELLIGENCE

2.0

FOREWORD BY:
PATRICK LENCIONI
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DYSFUNCTIONS
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INCLUDES A NEW & ENHANCED ONLINE EDITION OF

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TRAVIS BRADBERRY & JEAN GREAVES

INTERNATIONAL BESTSELLER
THE EMOTIONAL INTELLIGENCE TEST

Ideas to Practice Self-Awareness...

- Know your buttons
- Recognize a bad mood
- Ask why
- See what grabs your attention in music, etc.
- Seek feedback

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Ideas to Practice Social Awareness...

- Study body language
- Take notes later
- Ask at the right time
- Plan ahead for socials
- Listen w/o interruption
- Live in the moment
- Go people watching

10. To practice social skills, we must first practice self-control (temperance).



Ideas to Practice Self-Control...

- Breathe/ Pray
- List emotions vs. reasons
- Make goals public
- Take a sip
- Sleep on it
- Smile and laugh
- Focus on self-talk

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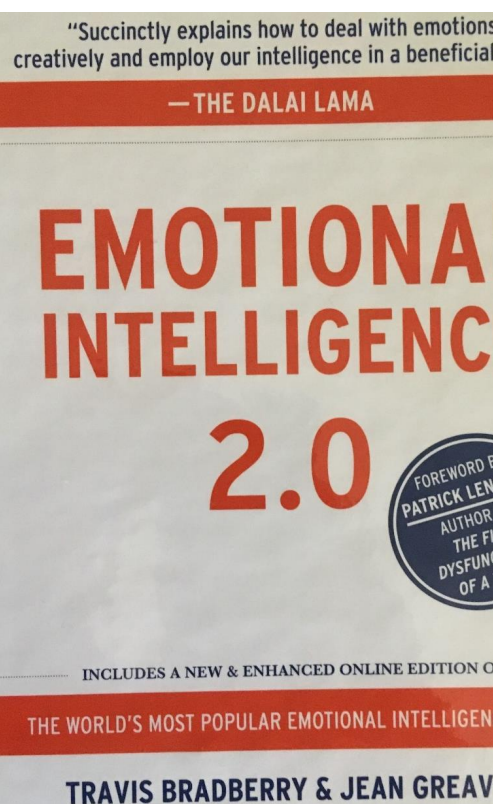
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Ideas to Practice Social Skills...

- Call people by name !!
- Learn the cultural rules
- Listen
- Summarize
- Encourage feedback
- “Reflect” others’ emotions
- Explain the why



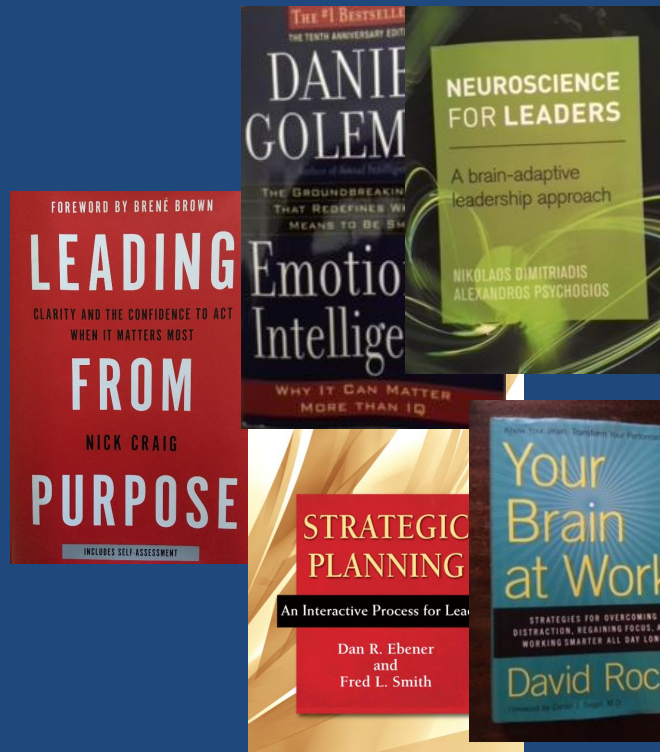
11. To engage people in the deepest part of their brains, we must articulate a sense of purpose (mission) and direction (vision)



Engagement

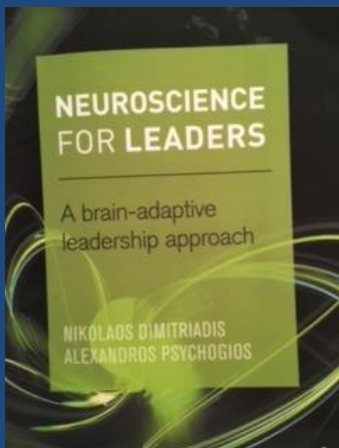
Human Brains are hungry for for a sense of:

1. Purpose
2. Direction
3. Connection



12. To grow the church, create opportunities for social connections

“Hyper-pro-sociality”: The brain is a social organ



- Social relationships have dramatic impact on brain function.
- Cooperation is a genetic trait.
- Unique ability of humans to collaborate.
- Creates a potential for social awareness and social skills.



Remember...

- Research shows that the adult human brain is change-able.
- Billions of neurological pathways that are altered every day
- Therefore, we can change!!!



- “What we would like to do is change the world — make it a little simpler for people to feed, clothe, and shelter themselves as God intended them to do...
- We can work for the oasis, the little cell of joy and peace in a harried world...
- We repeat, there is nothing we can do but love.
- Dear God, please enlarge our hearts to love each other, to love our neighbor, to love our enemy as ourselves.”
- -- **Dorothy Day**

Called to be Disciples and Apostles

- From the Great Invitation to the Great Commission:

From Students to Teachers.

From Followers to Leaders.

From Disciples to Apostles.

From Stewards to Evangelists.



Go, and Make Disciples

Ebener1977@msn.com



Thank
YOU!

Pray and Invite