


 ReligiousFormation CONFERENCE

**Religious Formation Conference
and
Conference of Major Superiors of Men**




**Webinar Series
Getting the Most out of a Psychological Assessment**

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- for more than **60 years** fostering and serving **initial and lifelong formation** for members of religious congregations of women and men.

www.relforcon.org

 The Conference of Major Superiors of Men (CMSM) supports and offers resources for U.S. leaders of Roman Catholic men's religious institutes, monastic communities, and societies of apostolic life, addressing their life and concerns and evangelizing their missions in the context of church and culture in this country. As the common voice for the leaders of these organizations, CMSM promotes dialogue and collaboration in service to over 16,000 religious priests and brothers in the United States.

www.cmsm.org

Opening Prayer

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May today there be peace within!

May you trust God that you are exactly where you are meant to be.

May you not forget the infinite possibilities that are born of faith.

May you use those gifts that you have received, and pass on the love that has been given to you.

May you be content knowing you are a child of God.

Let this presence settle into your bones, and allow your soul the freedom to sing, dance, praise and love.

It is there for each and every one of us.

St Theresa of Avila

May 2018

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“The Webinar Series”

Part I was on May 2nd “Understanding the Basics”
This podcast recording is at: www.rfc.org

Part II was on May 16th-
“Dealing with Difficult Findings and Difficult Realities”
This podcast recording is at: www.rfc.org

TODAY May 30

Part III: “Developing and Managing Inter-cultural Competencies within Formation”



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OBJECTIVES

III. Part Three: Developing and Managing Inter-Cultural Competencies w/n formation

1. This part deals with the necessary components and dimensions of an “inter-cultural competency”
 - ❖ it explores the four (4) components necessary to understand/integrate within the psychological/formational processes.
 - ❖ it shares the components, aspects and demands in creating a formational “inter-cultural competency.”
2. It will explore appropriate and inappropriate ways that tests and instruments might be used/ mis-used in formational assessments.
 - ❖ all too often typical assessments “over-pathologize” non-Anglos. -what might we do to avert this tendency?
3. The final “missing link”: organizational assessment and the “rightness of fit.”
 - ❖ all too often one does the accompaniment, does the assessment, gets the results, enters, and then the person doesn’t “fit into the community” what might be some strategies to avoid this situation ?



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An Intercultural Competency


The “new context” within a new “competency”

The Prerequisites:

- ❖ Understanding the difference between an “event” versus a “process.”
- ❖ Understanding of the various components or stages in this competency is essential
- ❖ Skills sets that develop and change over time -> can also diminish, if not understood, integrated and practiced.
- ❖ Various examples in films highlight what might help us today and later, as examples: Gran Torino, Brooklyn.

May 2018







Premises of an Inter-cultural Competency

There are Four (4) distinct premises in this “process” competency

1. Gospel Mandate and practical necessity
2. It has various levels these range from “very low” to “very high”
3. This competency has four components—in a spiral interaction-not linear
4. Effective ministry requires at least a “moderate” level of competency



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Definition of Inter-cultural Competency

“Cultural competence is defined here as the capacity to effectively draw upon cultural knowledge, awareness, sensitivity, and skillful actions in order to relate appropriately and work or minister effectively with others from different cultural backgrounds.” Sperry page, 65

“cultural competence requires both sufficiency of the requisite components and the proficiency to implement them.”

These are learned and practical skills sets!!!



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Stages of an Inter-cultural Competency

There are Four (4) distinct stages in this “process” competency:

1. Knowledge
2. Awareness
3. Sensitivity
4. Action/Behavior



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STAGE ONE

What might knowledge look like?




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Definition of Intercultural Knowledge

- ❖ The cultural knowledge component is cognitive, and refers to an acquaintance with a specific culture and facts and insights about that culture.
- ❖ Done in two ways: direct experience or indirect.





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STAGE TWO

What might awareness look like?



Definition of Intercultural Awareness

- ❖ The cultural awareness component of cultural competence is largely cognitive.
- ❖ Cultural awareness is the recognition of impact of specific thoughts, attitudes, and feelings on culture; specifically, recognition that the other is or could be negatively impacted by these factors. It also includes recognition and anticipation of the likely consequences of that impact.
- ❖ Whereas cultural knowledge involves data or observations that are largely objective, cultural awareness always involves a subjective sense. empathy involves two processes: awareness of another's needs and/or worldview, and a caring response that engenders the other's well-being and safety.
- ❖ Cultural awareness involves the first of these two processes.



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STAGE THREE

What might sensitivity look like?

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Definition of Intercultural Sensitivity

- ❖ The cultural sensitivity component of cultural competence is its attitudinal dimension.
- ❖ Cultural sensitivity demonstrates an attitude of respect, welcoming, and acceptance. Genuine cultural sensitivity can be distinguished from "practiced" cultural sensitivity. Genuine cultural sensitivity requires an individual to become aware of the other's worldview and perspective, and then to respond in an empathic, caring, or helpful manner to the other based on understanding the other's perspective
- ❖ In other words, cultural sensitivity involves the second of the two processes of empathy.

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STAGE FOUR

What might action/behaviors look like?




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Definition of Intercultural Action

- ❖ The action component of cultural competence is its behavioral dimension.
- ❖ While cultural sensitivity is largely about intentions, cultural action is largely about decisions and actions that can impact the other. Individuals who demonstrate cultural actions respond with decisions and actions that foster the well-being of others.



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INTEGRATION

What might this look like in a formational process and community?



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Intercultural Assessment

The use of the various types of assessment measures are critical to a competent assessment for "screening" and "rightness of fit."

Know the history, was there a full "cultural assessment" done?

1. We have and there is a new "normal."
2. In what language is the candidate's prayer? This determines the assessment language and the formational challenges/demands.
3. A different assessor might be necessary. Watch tendency to over-pathologize.
4. Is the accompaniment, screening, formation and integration processes "interculturally competent?"
5. Appropriate and specialized discernment is vital to successful "outcomes."
6. Is the candidate best for "another" community?

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Rightness of fit

1. How and when has an organizational assessment been done?
2. What is the role of racism/xenophobia?
3. Is the community "interculturally mature" enough for acceptance of diverse candidates?
4. What type of adaptations in the candidate and in the community might best be identified?
5. What might be appropriate/not appropriate here?
6. What might be just or fair?

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Resources

McGlone, G. & Sperry, L. *The Inner life of Priests* (2012). Liturgical Press

Ortiz, F & McGlone, G. *To Be One In Christ: Intercultural Formation and Ministry* (2015). Liturgical Press.

Pang, Alex. *Writings on Contemplative Computing –The Distraction Addiction.*

Sperry, L. *Ministry and Community: Recognizing, Healing and Predicting Ministry Impairment* (2000)

Sperry, L. *Transforming Self and Community: Revisioning Pastoral Counseling and Spiritual Direction* (2002)

Sperry, L. *Sex, Priestly Ministry and the Church: Understanding and Treating Sexual Addiction* (2003)

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Questions?



•Questions?

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Closing Prayer

Nothing is more practical than finding God, that is, than **FALLING IN LOVE** in a quite absolute, final way. What you are in love with, what seizes your imagination, will affect everything.

It will decide what will get you out of bed in the morning, what you do with your evenings, how you spend your weekend, what you read, who you know, what breaks your heart, and what amazes you with joy and gratitude. Fall in love, stay in love, and it will decide everything.

- Pedro Arrupe, SJ

May 2018



Contact Information



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May 2018

Upcoming CMSM Program Offerings
NRVC and CMSM Summer Workshops

❖ **July 16th to July 20th**

❖ **Assessment of Family of Origin Issues**

❖ **July 20th to 21st**

❖ **Developing Intercultural Competencies Skills in Assessment**

❖ **CMSM Pre-Assembly - July 31st 2018 - Saint Louis, MO.**
Going, Going, Gone: The Dynamics of Disaffiliation in Young Catholics: When and why are young Catholics leaving the Church? Hear what they are saying and what it means - beyond the statistics.

❖ **CMSM National Assembly - July 31st to August 3rd 2018 - Saint Louis, MO.**
*Youth and Religious Leadership Together: Discerning in Missionary Discipleship
 This year's theme anticipates the October 2018 Synod on Young People, the Faith, and Vocational Discernment and includes a special track for youth, young adult and vocation ministry teams!*
 For more information go to the CMSM website: www.cmsm.org




Upcoming RFC Program Offerings

❖ **WEBINARS: A Conversation about the Vows**
 with Sarah Kohles, OSF, Juliet Mousseau, RSCJ, & Tracy Kemme, SC
September 13, 2018

❖ **ForMission**
 For women and men in the ministry of formation
 New cohort begins: May 31-June 8, 2018
 Catholic Theological Union, Chicago, IL

❖ **Life Commitment Program**
 For women and men religious anticipating perpetual profession
 July 16-24, 2018
 Marillac Center, Leavenworth, KS

❖ **Orientation to Formation**
 For formation directors and congregation/province leaders
 PRESENTERS: Helen Cahill, OP & Henry Beck, OFM
 October 13-14, 2018
 Catholic Theological Union, Chicago, IL

For more information go to the RFC website: www.relforcon.org



