



Endeavour College Retreat: July, 2016

# Learning. . . adapting. . .

## DEALING WITH CHANGE

[Session 2]



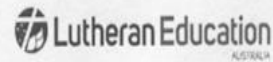
capabilities  
growing oneself



### Learning and adapting

Involves the desire to learn and grow in one's professional vocation. It includes being open-minded to new information and feedback from others, objectively considering other interpretations and demonstrating a readiness to adapt thinking and practice. At its strongest, it involves the capacity to transform one's habitual, mental and emotional patterns. This includes consciously choosing alternate ways of thinking, feeling and acting that enable us to reach our highest potential as leaders in Lutheran education.

## Staff reflection and growth tool



The survey is on a 5 point Likert scale that is accumulative from 1 to 5. Please indicate on the Likert scale the highest level at which you currently operate.

|     | Growing oneself  | 0 | 1 | 2 | 3 | 4 | 5 |
|-----|--|---|---|---|---|---|---|
| No. | Building self-awareness  |   |   |   |   |   |   |
| 1   | I am aware of my thoughts, feelings and actions  |   |   |   |   |   |   |
| 2   | I am aware of the impact of my thoughts, feelings and actions  |   |   |   |   |   |   |
| 3   | I am in control of my emotions demonstrating a calm, controlled and clear-headed demeanour             |   |   |   |   |   |   |
| 4   | I suspend judgement rather than jump to irrational or emotive conclusions                              |   |   |   |   |   |   |
|     | Deepening faith  |   |   |   |   |   |   |
| 5   | I participate in spiritual practices of the school   |   |   |   |   |   |   |
| 6   | I witness to the importance of the Christian faith   |   |   |   |   |   |   |
| 7   | I witness to the Christian faith in everyday situations  |   |   |   |   |   |   |
| 8   | I understand and apply Lutheran theology in my actions with others                                     |   |   |   |   |   |   |
|     | Learning and adapting  |   |   |   |   |   |   |
| 9   | I am open to change and improvement  |   |   |   |   |   |   |
| 10  | I modify my actions and decisions in relation to new learning  |   |   |   |   |   |   |
| 11  | I rethink strategies and plans in light of new evidence  |   |   |   |   |   |   |
| 12  | I am open to transforming my patterns of thinking, feeling and acting in response to new circumstances |   |   |   |   |   |   |
|     | Living positively  |   |   |   |   |   |   |
| 13  | I remain composed in stressful situations  |   |   |   |   |   |   |
| 14  | I project a positive faith filled attitude   |   |   |   |   |   |   |
| 15  | I am resilient after a setback   |   |   |   |   |   |   |
| 16  | I am enthusiastic and optimistic and inspire others  |   |   |   |   |   |   |

### **Guidelines for this session:**

#### **[1] Time alone (30 mins)**

(a)

When you think about the descriptors for *Learning and adapting* (on the cover of this booklet) in relation to yourself, how open to and comfortable with change are you?

As a way of putting some kind of value on your assessment, make use of the *Staff reflection and growth* tool on the opposite page, Questions 9-12.

What examples from your own life demonstrate that assessment?

*[Please note that this evaluation is not about being right or wrong. Rather, it is about simply being aware of yourself. You may be a person—like many are—who does not like change at all, and who is comfortable in their own skin, and their own world. And the first step in any healthy growth is being able to accept who and where I am at any given point in my life story, without judgement and put downs by myself, or by others. What I might do or not do about that basic self-acceptance is another matter. . .]*

(b)

In what ways — if at all — do spiritual factors inform the way you think and make decisions when faced with change or the possibility of change?

The handout sheet on *Change - Spiritual Dimension* contains some passages and stories about change.

Which of these speak to you about ways in which you might more effectively learn and adapt?

Again, you might like to write down your thought and insights around this time of reflection.

You might also choose to write a brief letter or prayer to God in which you focus on how the challenge of change affects you.

## **[2] Time in buddy groups (60 mins)**

*At 11:30 a.m. gather into your buddy groups.*

Spend some time chatting with each other about insights, significant moments, disturbing discoveries and similar experiences from this morning's activities.

What have you learnt, or had confirmed, about yourself and the way you respond to change in your life?

Making use of the materials provided, create an image or symbol that reflects some aspect of change (sculpt, draw, construct. . .).

◇ Do this as a group, or small sub-groups, or individually.

◇ Each of your creations will be presented as part of the Offering in our closing worship.

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*In a time of drastic change, it is the learners who inherit the future. The learned usually find themselves equipped to live in a world that no longer exists. — Eric Hoffer*

*The only place you can truly create change is within you. The essence of leadership is not in telling of others what to do, but in being your best self and inspiring those around you to do the same. Lead from within. Most of us want to make the world a better place. To do so, we must start within ourselves, where we are, making one change at a time, and we must not stop reflecting until we are done. — Lolly Daskall*

*Change has a bad reputation in our society. But it isn't all bad — not by any means. In fact, change is necessary in life — to keep us moving ... to keep us growing ... to keep us interested. ... Imagine life without change. It would be static ... boring ... dull. — Dr. Dennis O'Grady*

*I'll go anywhere as long as it's forward. — David Livingstone*

*Change is the law of life and those who look only to the past or present are certain to miss the future. —John F. Kennedy*