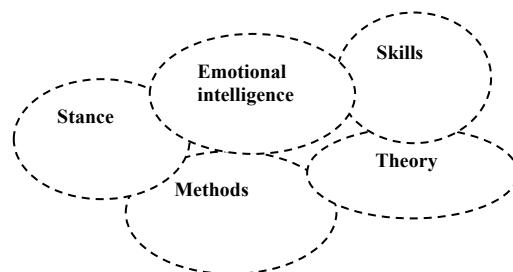


## Practitioner Competency for Interventions in the Parish

The practitioner needs the capacity to identify when an intervention fits the situation and to implement it competently. It is also essential that the practitioner have the skills to modify standard interventions, and to create new interventions, appropriate to the need. Just using "off the shelf" interventions will prove to be inadequate. The broader issue is that of the competencies needed to design and implement effective interventions. I'd suggest five interdependent areas of need:

1. Emotional intelligence      There are several labels placed on this: emotional intelligence, use of self, social intelligence, awareness of emotional system. Includes areas: relationship management, Social awareness, Self-awareness, and self-management.
2. Theory                      Practitioners need a theory base in organization and group development, systems, interventions, ascetical theology and practice, ecclesiology. Models, research.
3. Methods                    Small & large group processes; instrumentation; survey feedback, process of planned change, etc. Structured activities designed to assist listening, analysis, decision making, discernment, contemplation and other forms of prayer.
4. Skills                      The ability to give & receive feedback; group facilitation skills; design skills, observing, listening, presentation skills, etc. To offer basic guidance in spiritual practices and discipline.
5. Stance                      Your attitude, bearing, demeanor in regard to the work of PD/OD. A stance isn't a feeling. It's a position we take. For example, is your stance toward your parish that of a loving critic, unloving critic, or uncritical lover? Another example, that you want to "let the data speak." Another, that you want to offer the leadership style that will best serve the situation.



If this is new for you. It will help to focus. To do basic PD/OD assume you'll be well served if you have 3 each of theories (models), methods, and skills that you are proficient with. They are with you immediately; no need to look it up. As you go along that list needs to grow—think ten of each. Stance and emotional intelligence are different. There's not a number. All the emotional intelligence areas need strength. And there are core stances needed for OD/PD practice. You need to be aware of your strengths and weaknesses in regard to stance and emotional intelligence.