Spiritual Intelligence Lifestyle Inventory

These series of instruments are designed to provide the student with a diagnostic tool to identify life areas that may make the student vulnerable to occupational stress. All of these instruments are designed for educational purposes only. They are not clinical tools. Please consult a physician, mental health professional or a pastor with specific concerns.

As with any survey instrument, there are limitations. The relationships between the surveyed subject areas and occupational stress varies from person to person. The relative and objective degree of influence can not be addressed as well. The student will realize the most value from the exercise if they approach this task with a high degree of transparency and honesty. It is also a desirable practice to consult trusted friends or family members to validate your self perceptions. Remember, if you fail to answer the questions truthfully, you are only deceiving yourself. These are not the only factors that contribute to stress, but they clearly address the major causal factors.

Directions
For each area below, indicate how frequently you engage in the activity using the scale of

Always or most of the time – 3   Occasionally – 2   Rarely or never – 1

Body

1. Nutrition: Daily Food Intake (8)

   ___ Little or no processed sugars
   ___ 5 cups of fruits and vegetables
   ___ 3.5 cups of whole grains
   ___ ¾ cup of meat, poultry, fish
   ___ 3 cups of milk products
   ___ Organic produce
   ___ Moderate caffeine levels
   ___ Hydration, 64 ounces per day

   ___ Total   20-24 = Strength   15-20 = Mixed   8-14 = Needs Improvement

2. Preventive Health (4)

   ___ Regular health screenings (yearly check-ups)
   ___ Regular dental visits (twice a year)
   ___ Regular vision visits (once a year)
   ___ Attuned to your body messages (symptoms, illnesses)

   ___ Total   10-12 = Strength   7-9 = Mixed   8-14 = Needs Improvement
Directions: For each area below, indicate how frequently you engage in the activity using the scale of:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

3. Exercise (3)

___ 20 minutes of aerobic exercise per day
___ daily structured physical activity (take steps, park at far end of parking lot)
___ periodic yard work

___ Total  8-9 = Strength  6-7 = Mixed  3-5 = Needs Improvement

4. Rest (8)

___ 7 hours of sleep per night
___ Take regular work rest breaks
___ Take at least ½ hour off for lunch
___ At least ½ hour of unstructured quiet time per day
___ Practice regular meditation and deep breathing
___ Take all available vacation time
___ Work no more than 50 hours per week
___ Honor the Sabbath on a regular basis

___ Total  20-24 = Strength  15-20 = Mixed  8-14 = Needs Improvement

5. Household Duties (4)

___ Balanced allocation of household duties
___ Balanced child care responsibilities
___ Adequate child care
___ Adequate elder care support

___ Total  10-12 = Strength  7-9 = Mixed  4-6 = Needs Improvement

6. Recreation (3)

___ Engage in a hobby or other interests
___ Read for leisure, enrichment and enjoyment
___ Take a continuing education course

___ Total  8-9 = Strength  6-7 = Mixed  3-5 = Needs Improvement
Directions: For each area below, indicate how frequently you engage in the activity using the scale of:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

7. Interpersonal relationships (3)

____ Close family relationships
____ Spend quality time with family members (children, spouse)
____ Circle of supportive friends

____ Total   8-9 = Strength    6-7 = Mixed     3-5 = Needs Improvement

8. Finances (4)

____ I tithe on a regular basis
____ Absence of debt
____ Adequate level of personal savings
____ Live within your means

____ Total   10-12 = Strength    7-9 = Mixed       4-6 = Needs Improvement

The next section addresses elements related to your spiritual life.

9. Materialism Emphasis (2)

____ Strive to live a simple life in relation to level of everyday life activity
____ Strive to live a simple life in relation to material goods and possessions

____ Total   5-6 = Strength     4 = Mixed       2 = Needs Improvement

10. Spiritual Practices (9)

____ Close, personal relationship with Jesus Christ
____ Daily prayer (uninterrupted, at least 15 minutes per day)
____ Ongoing prayer breaks during the day (pray continually)
____ Daily scripture reading
____ Church attendance
____ Church small group membership
____ Service in a church ministry
____ Volunteer activities
____ Have at least two supportive prayer partners

____ Total   23-27  = Strength    14-22 = Mixed     9-13 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

11. Love Expression (6)

_____ My motivation for action is to express the love of God to others (God communicates his heart through my heart).
_____ I believe that God loves me unconditionally (the letter kills, the spirit quickens)
_____ I believe that God is no respecter of persons (he loves us all)
_____ I believe that God loved me before I was born, before I was saved, now, and into the future (Jesus is the same yesterday, today and forever)
_____ I believe we cannot earn our salvation and make God love us more (grace not of works)
_____ Heavenly rewards are based not on worldly performance, but on how well we use our gifts

_____ Total  15-18 = Strength   9-14 = Mixed   6-8 = Needs Improvement

12. Transparency (8)

_____ I confess my sins and weaknesses to God
_____ I confess my sins and weaknesses to at least one prayer partner
_____ I accept that my weaknesses are opportunities to for me to practice humility, transparency and growth
_____ I communicate and demonstrate my vulnerability to others (communicates trust)
_____ I recognize that my problems are an opportunity for others to grow in faith by allowing them to help me.
_____ I strive to be honest with my mistakes and problems in order to encourage others
_____ I recognize that hiding my sins and weaknesses increases negative emotions and spiritual states (condemnation, guilt, fear, shame) As Rick Warren states, we are only as sick as our secrets
_____ I actively seek to uncover and understand my sins and weaknesses by seeking feedback from others

_____ Total  20-24 = Strength   15-20 = Mixed   8-14 = Needs Improvement

13. Sanctification (3)

_____ God will use even our weaknesses to humble ourselves and bless others
_____ God will use us in spite of our weaknesses (he will use us as we are)
_____ Sanctification is a life time process

_____ Total  8-9 = Strength   6-7 = Mixed   3-5 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

14. Faith (10)

___ I recognize that faith is a gift from God and I cannot create it
___ I forgive myself and others when we (or they) act on doubt and fear
___ I recognize and rebut expressed or implied cynicism in my thoughts and actions
___ I recognize expressed or implied cynicism in the thoughts and actions of others
___ I recognize and rebut stubborn doubt in my thoughts and actions
___ When I doubt, I am an honest doubter (seeking with an open mind, want God to be real, or his will to prevail)
___ I resist and rebut perfectionism in my faith walk (most figures in the bible struggled with doubt, but God still blessed)
___ God judges by what is in a person’s heart, not by the intellect or by feelings
___ God understands that faith and doubt can coexist (blessed are those who believe, and have not seen)
___ I recognize that faith is a gift from God and that we cannot take credit for it

___ Total   26-30  = Strength   17-25 = Mixed   6-16 = Needs Improvement

15. Spiritual warfare (6)

___ I recognize and acknowledge the reality of spiritual evil
___ I recognize that Satan engages in preemptive spiritual warfare (Our past and present problems are weapons to impede the development of spiritual gifts to be used for God’s glory, both present and future)
___ I recognize that I must humble myself to engage in defensive and offensive spiritual warfare (resist the Devil and he will flee from me and cast all of our care on him, and confess our sins)
___ I recognize that our thoughts can be influenced by dark spiritual powers
___ I recognize temptation is not the same as sin
___ I can generally recognize when temptation changes into sin

___ Total   15-18  = Strength   9-14 = Mixed   6-8 = Needs Improvement

16. Listening (4)

___ I don’t interrupt others while they are talking.
___ I generally listen more to others than I talk (a two to one listen to talk ratio)
___ I summarize what the other person is saying to ensure that I understand
___ I demonstrate to others that I care by asking questions of them.

___ Total   10-12 = Strength   7-9 = Mixed   4-6 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

17. Forgiveness (8)

____ I practice forgiveness of self for my sins, mistakes and weaknesses
____ I practice forgiveness of others for their mistakes and weaknesses
____ I practice forgiveness toward God for the negative situations or problems in my life
____ I avoid making excuses for the mistakes of people I care about (avoid victimization)
____ I avoid taking personal responsibility for the mistakes of others (avoid victimization)
____ I accept responsibility for my failures
____ I avoid taking revenge or retaliating when others hurt me
____ I avoid taking revenge when someone I love is hurt

____ Total   20-24 = Strength   15-20 = Mixed   8-14 = Needs Improvement

18. Altruism (7)

____ I help others even when it is inconvenient or painful
____ I help others and expect nothing in return.
____ I am help those who I dislike
____ I am willing to help my enemies
____ I am a cheerful giver of time
____ I am a cheerful giver of resources
____ I am a cheerful giver of my heart

____ Total   18-21 = Strength   13-20 = Mixed   7-12 = Needs Improvement

19. Empowerment (3)

____ I empower others with a joyful heart
____ I joyfully give recognition and credit to others
____ I receive joy in seeing others succeed

____ Total   8-9 = Strength   6-7 = Mixed   3-5 = Needs Improvement

20. Truth (3) (Meyers)

____ I tell people the truth in love, even if they do no want to here it
____ I am truthful about my sins and weaknesses when I pray to God
____ I strive to search for truth in my life, no matter how painful

____ Total   8-9 = Strength   6-7 = Mixed   3-5 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3   Occasionally – 2   Rarely or never – 1

21. Trust (3)

___ I believe that most people are generally motivated by good intentions
___ I assume that the people I interact with are deserving of trust until they demonstrate otherwise.
___ I believe that God wants me to succeed

___ Total  8-9 = Strength  6-7 = Mixed  3-5 = Needs Improvement

22. Gratitude and Thanksgiving (3) (Zigarelli, 2000)

___ I am grateful for what I have
___ I recognize and appreciate that I could be much worse off (gratitude for the problems that you don’t have).
___ I am grateful and recognize the value and importance of my trials and tribulations (patience, perseverance, character development)

___ Total  8-9 = Strength  6-7 = Mixed  3-5 = Needs Improvement

23. Hope (6) (Burns, 1990)

___ I am confident that all may trials and tribulations will promote my long term good
___ I believe that God will protect me and guide me through all of my trials and tribulations
___ I avoid looking at my life in black and white terms
___ I avoid assuming that the past automatically predicts or controls the future (overgeneralization)
___ I am able to discern the positive and negative elements in a situation.
___ All things are not good for me, but I recognize that God does produce good in all situations when I trust him

___ Total  15-18 = Strength  9-14 = Mixed  6-8 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

24. Healthy Relationships (11)

___ I encourage and support others
___ I challenge others when needed (tough love)
___ I am able to confront others when necessary and provide clear corrective feedback
___ I always try to address my own responsibility (motives and actions) for a problem in a relationship before I begin to focus on the actions and motives of others (log in the eye).
___ I assume that the other person is innocent until proven guilty
___ I strive to never let the sun go down on my wrath
___ I strive to pause and cool down before I confront someone I am angry with
___ I strive to release anger in an appropriate way before God
___ I strive to treat all people with the same degree of respect
___ I don’t practice in-group and out-group treatment of others (clique behavior)
___ If married, I actively strive to minimize vulnerable situations regarding interactions with the opposite sex (no private lunches, business trips, etc.)

___ Total 28-33 = Strength 19-27 = Mixed 11-18 = Needs Improvement

25. Humility (12)

___ I understand that we are stewards, not creators or owners of all that we have (gifting, skills, abilities, resources)
___ I avoid comparing myself to others
___ I compare myself to Jesus and God’s standards (external humility)
___ I compare myself against the measure of faith God has given me (your own personal sanctification growth is the yardstick that you use to evaluate life progress)
___ I practice humility by attempting to place the needs of others first
___ I do not equate my self worth or that of others with salary and worldly achievements
___ I do not equate my self worth with my spiritual achievements
___ I treat all people with love and respect
___ I do not take it personally when I receive criticism, even when it is meant as a personal attack (Father forgive them, for they know not what they do)
___ Negative feedback or criticism does not affect my self worth
___ I can laugh at my own expense
___ I don’t take myself too seriously
___ I try to see the humor in most stressful or troubling situations

___ Total 31-36 = Strength 22-30 = Mixed 12-21 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3    Occasionally – 2    Rarely or never – 1

26. Discerning God’s Will and Life Balance (9)

___ I set priorities based upon prayer and God’s will
___ I have developed a life plan with short and long term goals
___ I strive to prioritize by discerning the best from the good
___ I strive to discern between essential things and the urgent, but not important
___ I say “no” to the demands of others when it is not in my best interest
___ I say “no” to the demands of others when they are incompatible with the will of God in my life or theirs
___ I can place boundaries on the various aspects of my life to maintain a balance
___ My life manifests an appropriate level of balance between work and family
___ My life manifests an appropriate level of balance between work and church
___ I maintain a balance between work, hobbies and other personal interests

___ Total   23-27 = Strength   14-22 = Mixed   9-13 = Needs Improvement


___ I don’t reason based upon how I am feeling
___ I recognize that my feelings and thoughts are frequently deceiving and inaccurate
___ I avoid labeling myself when I make a mistake (I’m a loser!)
___ I avoid labeling others with they make a mistake (They are a jerk!)

___ Total   10-12 = Strength   7-9 = Mixed   4-6 = Needs Improvement

28. Fear (10)

___ I accept my humanity when I experience fear, but I resist acting on it
___ I accept the humanity of others when they experience spiritual doubt, and resist judging them (demonstrate mercy to those whose faith is wavering).
___ I recognize that fear is a sin, but that God forgives all sins, hence all my fears
___ I recognize that experiencing fear (temptation) is not weakness or sinfulness
___ I understand that courage is trusting God and acting in spite of our fears, not the absence of fear
___ I avoid dwelling on past fears and failures (forgetting those things behind)
___ I avoid fortune telling (predicting things will turn out badly)
___ I strive to live in the present
___ I avoid worrying and being anxious about the future (I can’t add a single second)
___ I cast all my care on God and trust him to protect me

___ Total   26-30 = Strength   17-25 = Mixed   6-16 = Needs Improvement
Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 3  Occasionally – 2  Rarely or never – 1


- I encourage myself to try new things and forgive myself for failures and mistakes
- Character development is more important than performance
- I am motivated by love rather than a fear of failure
- I take satisfaction from doing my best, even if I don’t succeed or make a mistake
- I do not associate my self worth with what I accomplish or how well I perform
- I have a realistic definition of success
- I do not hide my failures and weaknesses from others

___ Total 18-21 = Strength 13-20 = Mixed 7-12 = Needs Improvement

Directions: For each area below, indicate how frequently you apply, practice or believe the following spiritual principles:

Always or most of the time – 1  Occasionally – 2  Rarely or never – 3


- I am motivated by fear of failure. It terrifies me.
- I am motivated by a sense of duty
- I feel that if I fail to succeed at a high level, people will see the “real” weak person I am
- I understand that I don’t have to be “successful” for me to be worthy of love and respect
- I must be successful to earn the love and acceptance of others
- I must always be in control of my emotions
- I don’t equate my worth by how I look (appearance perfectionism)
- I don’t equate my worth by my sexual performance (sexual perfectionism)
- I understand that all relationships are characterized by problems and conflict (relationship perfectionism)
- I understand that it unrealistic to expect to feel romantic love towards my spouse all the time (romantic perfectionism)
- I understand that I can’t feel happy all the time and that I can’t extinguish all negative emotions (emotional perfectionism)
- I avoid assuming that all people will meet my standards of performance and conduct

___ Total 31-36 = Strength 22-30 = Mixed 12-21 = Needs Improvement
Burnout Symptoms

Rate each of the following items in terms of how many the symptoms affected you in the last 90 days using the following scale:
0=Never  1=Occasionally  2=Somewhat often  3=Frequently  4=Almost always

31. Physical Burnout Reactions
1. Engaging in comfort eating, smoking or drugs to cope with work 0 1 2 3 4
2. Extended fatigue 0 1 2 3 4
3. Sleep disturbances 0 1 2 3 4
4. Changes in appetite 0 1 2 3 4
5. Ulcers and gastrointestinal problems 0 1 2 3 4
6. Weight loss and gain 0 1 2 3 4
7. Injury from high risk behavior 0 1 2 3 4
8. Increased premenstrual syndrome 0 1 2 3 4
9. Tire easily, even with adequate sleep 0 1 2 3 4
10. Suffer from frequent physical problems (headaches, stomach problems, colds, aches, pains) 0 1 2 3 4

____ Total 0-12 = Little Risk 13-22 = Some risk 23-32 = Significant risk 33-40 = High risk

32. Behavioral Burnout Reactions
1. Annoyed easily by people or circumstances 0 1 2 3 4
2. Increasingly critical, disenchanted or cynical 0 1 2 3 4
3. Reduced contact with family and friends 0 1 2 3 4
4. Desire to be alone 0 1 2 3 4
5. Less efficient at work than I should be 0 1 2 3 4
6. Anger displacement, blame others 0 1 2 3 4
7. Absenteeism and tardiness 0 1 2 3 4
8. Unwillingness or refusal to take time off 0 1 2 3 4
9. Substance abuse 0 1 2 3 4
10. Disregard for personal safety or health 0 1 2 3 4
11. Reduced exercise 0 1 2 3 4
12. Reduced spiritual time (prayer, meditation) 0 1 2 3 4
13. Avoid spiritual leadership roles 0 1 2 3 4
14. Decreased quality of service to people in need 0 1 2 3 4

____ Total 0-15 = Little Risk 16-30 = Some risk 31-40 = Significant risk 41-56 = High risk
Rate each of the following items in terms of how many the symptoms affected you in the last 90 days using the following scale:
0=Never   1=Occasionally   2=Somewhat often   3=Frequently   4=Almost always

### 33. Emotional Burnout Reactions

<table>
<thead>
<tr>
<th>Item</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unexplained sadness</td>
<td>0</td>
</tr>
<tr>
<td>Anxiety at work</td>
<td>1</td>
</tr>
<tr>
<td>Feeling alienated from others</td>
<td>2</td>
</tr>
<tr>
<td>Desire to be alone</td>
<td>3</td>
</tr>
<tr>
<td>Negative/cynical/distrustful</td>
<td>4</td>
</tr>
<tr>
<td>Suspiciousness/paranoia</td>
<td>0</td>
</tr>
<tr>
<td>Depression</td>
<td>1</td>
</tr>
<tr>
<td>Feeling pressured and overwhelmed</td>
<td>2</td>
</tr>
<tr>
<td>Diminished pleasure</td>
<td>3</td>
</tr>
</tbody>
</table>

___ Total 0-11 = Little Risk 12-20 = Some risk 21-27 = Significant risk 28-36 = High risk

### 34. Cognitive Burnout Reactions

<table>
<thead>
<tr>
<th>Item</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increased forgetfulness and absent mindedness</td>
<td>0</td>
</tr>
<tr>
<td>Confused or disenchanted at end of the day</td>
<td>1</td>
</tr>
<tr>
<td>Thinking fatigue</td>
<td>2</td>
</tr>
<tr>
<td>Obsessive thinking</td>
<td>3</td>
</tr>
<tr>
<td>Difficulty in concentrating</td>
<td>0</td>
</tr>
<tr>
<td>Increased distractibility</td>
<td>1</td>
</tr>
<tr>
<td>Difficulty in making decisions and setting priorities</td>
<td>2</td>
</tr>
<tr>
<td>Feeling indispensable</td>
<td>3</td>
</tr>
<tr>
<td>Diminished tolerance for ambiguity</td>
<td>0</td>
</tr>
<tr>
<td>Constricted thought in decision making</td>
<td>1</td>
</tr>
<tr>
<td>Rigid and inflexible thinking</td>
<td>2</td>
</tr>
</tbody>
</table>

___ Total 0-14 = Little Risk 15-25 = Some risk 26-35 = Significant risk 36-44 = High risk

### 35. Attitudinal Burnout Reactions

<table>
<thead>
<tr>
<th>Item</th>
<th>Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lost interest in activities that used to enjoy</td>
<td>0</td>
</tr>
<tr>
<td>Little work enthusiasm</td>
<td>1</td>
</tr>
<tr>
<td>Loss of meaning in work</td>
<td>2</td>
</tr>
<tr>
<td>Feel negative towards your work</td>
<td>3</td>
</tr>
<tr>
<td>Routine things seem like an effort</td>
<td>0</td>
</tr>
<tr>
<td>Feel that your work efforts are futile</td>
<td>1</td>
</tr>
<tr>
<td>Focus on failures rather than successes</td>
<td>2</td>
</tr>
</tbody>
</table>

___ Total 0-8 = Little Risk 9-15 = Some risk 16-22 = Significant risk 23-28 = High risk
Rate each of the following items in terms of how many the symptoms affected you in the last 90 days using the following scale:
0=Never  1=Occasionally  2=Somewhat often  3=Frequently  4=Almost always

36. Burnout Spiritual Reactions
1. Doubt in value system and religious beliefs 0 1 2 3 4
2. Questioning of major life areas (work, family) 0 1 2 3 4
3. Feeling threatened and victimized 0 1 2 3 4
4. Disillusionment 0 1 2 3 4
5. Self-preoccupation and obsession 0 1 2 3 4
6. Loss of spiritual zeal 0 1 2 3 4
7. Unwillingness to forgive 0 1 2 3 4
8. Hopelessness 0 1 2 3 4

_____ Total 0-9 = Little Risk 10-16 = Some risk 17-24 = Significant risk 25-32 = High risk

37. Signs of Burnout in the Work Group
1. High turnover 0 1 2 3 4
2. Increases sick leave 0 1 2 3 4
3. Clique formation 0 1 2 3 4
4. Scapegoating behavior 0 1 2 3 4
5. Frequent conflicts 0 1 2 3 4
6. Lack of initiative 0 1 2 3 4
7. Less compassion 0 1 2 3 4
8. Less peer group support 0 1 2 3 4
9. Lowered work output 0 1 2 3 4
10. Increased cynicism 0 1 2 3 4

_____ Total 0-12 = Little Risk 13-22 = Some risk 23-32 = Significant risk 33-40 = High risk

3 = Always  2 = Sometimes  1 = Seldom

<table>
<thead>
<tr>
<th>Question</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to stop thinking about problems or worries when we go to sleep</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Ability to fall asleep quickly</td>
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<tr>
<td>Ability to take a nap during the day and wake refreshed</td>
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<tr>
<td>My clothing is well fitted and comfortable</td>
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<tr>
<td>Ability to concentrate on one problem or issue at a time</td>
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<tr>
<td>I plan my day’s activities</td>
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<tr>
<td>Finding time to relax and stretch during the day</td>
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<tr>
<td>Avoid staying in the same position for long periods of time</td>
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<tr>
<td>Check oneself for habitual tension habits such as scowling,</td>
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<tr>
<td>clenched fists, tight jaws, hunched shoulders or pursed lips</td>
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<tr>
<td>Relax the evidence of tension when it is identified</td>
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<tr>
<td>Able to forget about problems when engaged in other activities</td>
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<tr>
<td>Planning of life to include a variety of people, scenery and thoughts</td>
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</tbody>
</table>

Total Score

30-39 = High ability to relax  
21-29 = Indicates an average ability to relax  
12-19 = Low ability to relax
39. Life Stress Survey

Source: Pharmasan Labs Life Stress Survey
http://www.rxforwellness.com/learningchannel/stress_wellness_0.shtml

Instructions: Review the last year and the Events that happened to you. Beside each event, indicate the Number of Times it happened to you during the past 12 months only. Multiply that number times the Mean Value.

Life Event/Challenge x Number of times x Mean Value = Sub-total Score

Death of a Spouse x100 = ___
Divorce x73 = ___
Marital Separation x65 = ___
Jail Term x63 = ___
Death of Close Family Member x63 = ___
Personal Injury or Illness x53 = ___
Marriage x50 = ___
Loss of Employment x47 = ___
Marital Reconciliation x45 = ___
Retirement x45 = ___
Change in Family Member's Health x44 = ___
Change in Financial Status x44 = ___
Pregnancy x40 = ___
Sex Difficulties x39 = ___
Gain of New Family Member x39 = ___
Business Readjustment x39 = ___
Death of Close Friend x37 = ___
Change to Different Line of Work x36 = ___
Change in Number of Marital Arguments x35 = ___
Mortgage or Loan over $20,000- x31 = ___
Foreclosure of Mortgage or Loan x30 = ___
Change in Work Responsibilities x29 = ___
Son or Daughter Leaving Home x29 = ___
Trouble with In-Laws x29 = ___
Outstanding Personal Achievement x28 = ___
Spouse Begins or Stops Work x26 = ___
Begin or End School x26 = ___
Change in Living Conditions x25 = ___
Revision of Personal Habits x24 = ___
Trouble with Boss x23 = ___
Change in Working Hours or Conditions x20 = ___
Change in Residence x20 = ___
Change in Schools x20 = ___
Change in Recreational Habits x19 = ___
Change in Church Activities \( x_{18} = \) ___

Change in Social Activities \( x_{18} = \) ___

Mortgage or Loan under $20,000- \( x_{17} = \) ___

Change in Sleeping Habits \( x_{16} = \) ___

Change in Number of Family Gathering \( x_{15} = \) ___

Change in Eating Habits \( x_{15} = \) ___

Vacation \( x_{13} = \) ___

Holiday Season \( x_{12} = \) ___

Minor Violations of the Law \( x_{11} = \) ___

Total Points __________

Please Total The Score In The Sub-Total Score Column

Below 150: low risk of stress illness
150-299: moderate risk of stress illness
Over 300: high risk of stress illness

The higher the score the greater the severity of probable problems.

Source: Pharmasan Labs Life Stress Survey
http://www.rxforwellness.com/learningchannel/stress_wellness_0.shtml

**Common Barriers to Spiritual Intelligence Progress**

- Unconfessed sin
- Pride: Already know and practice, we all can improve
- Complacency: Don’t need to change
- Lack of feedback: ambiguity
- Lack of spiritual discipline (prayer, bible study)
- Lack of time
- Ignorance of the spiritual principles and their presence and importance
- Spiritual deception and disassociation
- Lack of self efficacy (perceived inability to change)

**Steps to Overcome Barriers**

- Confession of sins
- Repentance and humility
- Have prayer accountability partner
- Seek out feedback
- Counseling (Christian cognitive therapy) and Theophostic Prayer
- Genuine seeking of the truth
### Spiritual Intelligence Lifestyle Inventory Matrix

**Directions:** Check the appropriate summary score label for each spiritual intelligence area. Upon completion, this will present a visual profile of your spiritual strengths and weaknesses.

<table>
<thead>
<tr>
<th>Spiritual Intelligence Area</th>
<th>Label</th>
<th>Label</th>
<th>Label</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. <em>Nutrition: Daily Food Intake</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>2. <em>Preventive Health</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>3. <em>Exercise</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>4. <em>Rest</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>5. <em>House Hold Duties</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>6. <em>Recreation</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>7. <em>Interpersonal relationships</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>8. <em>Finances</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>10. <em>Spiritual Practices</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>11. <em>Love Expression</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>12. <em>Transparency</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>13. <em>Sanctification</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>14. <em>Faith</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>15. <em>Spiritual warfare</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>16. <em>Listening</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>17. <em>Forgiveness</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>18. <em>Altruism</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>19. <em>Empowerment</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>20. <em>Love</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>21. <em>Trust</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>22. <em>Gratitude and Thanksgiving</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>23. <em>Hope</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>24. <em>Healthy Relationships</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>25. <em>Humility</em></td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>Spiritual Intelligence Area</td>
<td>Label</td>
<td>Label</td>
<td>Label</td>
</tr>
<tr>
<td>----------------------------------------------------------------</td>
<td>------------------</td>
<td>------------------</td>
<td>--------------------------------</td>
</tr>
<tr>
<td>26. Discerning God’s Will and Life Balance</td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>27. Emotional reasoning</td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>28. Fear</td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>29. Avoiding Perfectionism and Image Management</td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>30. Perfectionism Scale</td>
<td>Strength</td>
<td>Mixed</td>
<td>Needs Improvement</td>
</tr>
<tr>
<td>31. Physical Burnout Reactions</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>32. Behavioral Burnout Reactions</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>33. Emotional Burnout Reactions</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>34. Cognitive Burnout Reactions</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>35. Attitudinal Burnout Reactions</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>36. Spiritual Reactions</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>37. Signs of Burnout in the work group</td>
<td>Little Risk</td>
<td>Some Risk</td>
<td>Significant or High Risk</td>
</tr>
<tr>
<td>38. How Well Can You Relax?</td>
<td>High Relaxation Ability</td>
<td>Average Relaxation Ability</td>
<td>Low Relaxation Ability</td>
</tr>
<tr>
<td>39. Life Stress Survey</td>
<td>Below 150, Little Risk</td>
<td>150-299, Moderate Risk</td>
<td>300 plus, High Risk</td>
</tr>
</tbody>
</table>
### Spiritual Intelligence Lifestyle Inventory Matrix Analysis Exercise

1. Based upon your summary table above, list the four main areas of spiritual intelligence that appear to be areas of weakness. For each area, provide a relevant cause, an example, and specific steps to remedy the problem.

<table>
<thead>
<tr>
<th>Weakness Area</th>
<th>Cause</th>
<th>Example</th>
<th>Steps to Remedy</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Rest</td>
<td>Excessive work hours interferes with restful sleep</td>
<td>Preparing for stress seminar in conjunction with regular class work</td>
<td>Stop working one hour before bedtime to relax</td>
</tr>
<tr>
<td>b. Forgiveness</td>
<td>Inability to forgive self for small mistakes, perfectionistic, don’t want to appear “nervous”</td>
<td>Angry at self when stumbled with words during class</td>
<td>Review scriptures on forgiveness, Dr. Burns teaching on perfectionism</td>
</tr>
</tbody>
</table>
Work Stressors Individual Exercise

Your task is to complete an inventory of major work stressors for a present or past job. Check each area that is a source of job stress for you. For each area that contributes to stress, write a brief description of the stressor with a specific example that illustrates the cause and consequences of the stressor (health, attitude, behavior, job performance). The next task is to describe what can or should be done to reduce or ameliorate the stressor by your employing organization, and second, what can you do?

Master List of Stress Categories (Jex, 1998)

1. Role Ambiguity:
   ___ Lack of clarity over my job goals, duties, and responsibilities
   ___ Lack of clarity over the job goals, duties and responsibilities of other employees

2. Role Conflict:
   ___ Conflict between job duties, responsibilities or goals (quality versus quantity)

3. Quantitative and Qualitative Role Overload
   ___ Quantitative workload (can’t meet high standards in all work areas)
   ___ Qualitative overload (lack the knowledge, skills and abilities to complete job)

4. Role Responsibility
   ___ Pressures from the responsibility of supervising employees

5. Working Conditions
   ___ Physical setting: heat/cold/lighting
   ___ Ergonomics: work structure and design
   ___ Physical demands of work repetitive stress
   ___ Isolated work environment
   ___ Shift work
   ___ Long hours
   ___ Frequent travel
   ___ Technology pressure to remain current

6. Compensation and Performance Appraisal Measurement
   ___ Unfair compensation practices (lack of internal and external equity)
   ___ Biased performance appraisal systems
   ___ Being held accountable for performance factors beyond the employees control

7. Workload
   ___ Excessive quantity of work
8. Interpersonal Conflict
   — Office politics
   — Unfair treatment
   — Lack of support and help from colleagues
   — Excessive competition

9. Poor quality supervision
   — Supervisor provides little job structure
   — Supervisor provides little job support
   — Supervisor does not provide clear feedback
   — Biased treatment (in-groups and out-groups)

10. Situational Constraints
    — Inadequate job information
    — Inadequate resources money/supplies/equipment
    — Inadequate authority:
    — Time problems: interruptions/tight deadlines/unanticipated projects/poor planning or procrastination

11. Perceived Control
    — Lack of job autonomy (how job is done)
    — Lack of control over pace of work
    — Lack of input
    — Lack of participation in decision making

12. Career Development
    — Inadequate training
    — Plateau syndrome (no advancement opportunities)

13. Lack of Employer Covenant
    — Absence of job security
    — Absence of work forgiveness
    — Absence of managerial transparency
    — Short-term performance emphasis

14. Work-Home Pressures
    — Long commutes
    — Lack of adequate child care
    — Elder care problems
    — Lack of support in domestic chores

15. Traumatic Job Stress
    — Workplace violence
    — Workplace bullying
    — Workplace sexual harassment
    — Workplace discrimination
<table>
<thead>
<tr>
<th>Example Stressors</th>
<th>Cause</th>
<th>Consequences</th>
<th>Organizational Stress Reduction Strategies</th>
<th>Personal Stress Reduction Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Excessive workload</td>
<td>Budget preparation crunch required extra hours, 7 days a week to complete budget</td>
<td>Fatigue, job dissatisfaction, sleep disturbances, elevated anxiety, inefficiency, guilt over lost family time</td>
<td>a. Hire temporary to perform clerical tasks</td>
<td>a. More frequent breaks</td>
</tr>
<tr>
<td>2. Work-home conflict</td>
<td></td>
<td></td>
<td>b. Planning: budget requests two weeks earlier</td>
<td>b. Take ½ hour for lunch to walk and ½ hour to eat</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>c. prayer time</td>
<td>c. prayer time</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>d. delegate tasks</td>
<td>d. delegate tasks</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>e. accept time and energy limits</td>
<td>e. accept time and energy limits</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>f. take Sunday off</td>
<td>f. take Sunday off</td>
</tr>
</tbody>
</table>
Organizational Practices to Reduce Job Stress

Job Selection
- Valid and reliable staffing from entry level to executive (recruitment and selection practices)
- Realistic job previews

Job Characteristics
- Ensure that the workload is in line with workers’ capabilities and resources
- Adequate staffing levels
- Design jobs to provide meaning, stimulation, and opportunities for workers to use their skills (intrinsically motivating).
- Clearly define workers’ roles and responsibilities.
- Aligning workloads with capabilities

Servant Leadership
- Covenantal work relationship that develops trust (employee job security, layoffs as a last resort)
- High levels of consideration and empathy for employee needs and problems
- Management sets clear mission, vision and direction
- Management transparency
- Reward creativity and don’t penalize employees for good faith mistakes
- Fair employee treatment in operational and personnel decision making
- Embrace and promote diversity
- Long term goal focus
- Development of employees a prime focus
- No in-group and out-group management

Employee and Resource Support
- Adequate employee training
- Adequate tools, equipment and supplies
- Safe working environment
- Ergonomically sound work process

Compensation and Performance Appraisal
- Living wage
- Internal and external pay equity
- 360 degree performance-based performance appraisal system with employee input

Employee Input
- Give workers opportunities to participate in decisions and actions affecting their jobs.
- Workers should have key input about work design and quality improvement, rather than having decisions made solely by leaders who are, in the hierarchy, three or four levels removed from the base level of production.

Employee Support
- Encouraging networks of social support
- Provide opportunities for social interaction among workers.
Work-life Benefits
- Flexible schedules
- Flexible workplace
- Readily available, high quality child care
- Elder care support

Employee Wellness
- Employee Assistance Programs
- Employee wellness (physical fitness, nutrition)

Religious-friendly Workplace
- Workplace chaplains
- Prayer and bible studies groups
- Volunteer programs

Employee Responsibilities
- Develop and apply spiritual intelligence practices
- Select a job that fits with skills/abilities/interests
- Learn coping/stress reduction techniques
- Invest in training & development, embrace life long learning
- Practice stress prevention by embracing and practicing healthy lifestyles: health/nutrition/physical fitness/balance between work/family and leisure
- Practice organizational citizenship behaviors: (support, team player, sacrifice for others)
- Honest/consistent and reliable work effort
- Honest effort at correcting, remediying performance problems

Organizational Stress Reduction Strategies (NIOSH, Stress at Work)

1. Identify the problem, convene a stress task force composed of employees and management
   - Hold group discussions with employees
   - Design an employee survey
   - Measure employee perceptions of job conditions, stress, health, and satisfaction
   - Collect objective data
   - Analyze data to identify problem locations and stressful job conditions.

2. Design and Implement Interventions
   - Target source of stress for change.
   - Propose and prioritize intervention strategies.
   - Communicate planned interventions to employees.
   - Implement interventions

3. Evaluate the interventions
   - Conduct both short and long-term evaluations.
   - Measure employee perceptions of job conditions, stress, health, and satisfaction.
   - Include objective measures.
   - Refine the intervention strategy and return to Step 1.
Work Stress References


Emotional Intelligence and Cognitive Therapy


Spiritual Intelligence


Psychologically Healthy Workplace


Faith at Work


Other Sources

Joyce Meyers. TV Message. February 10, 2005
Standing Strong In Stress: A Spiritual Toolkit Approach

Gary E. Roberts
Associate Professor
Robertson School of Government
February 10, 2005
Jesus' Promise of Deliverance from the Age of Stress: Luke 4:18-19

18“The Spirit of the Lord is on me, because he has anointed me to preach good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to release the oppressed, 19to proclaim the year of the Lord's favor.”
Introduction

- **Goals of the Session:**
  1. To provide an overview of the causes and consequences of occupational stress.
  2. To provide a comprehensive personal diagnostic of spiritual intelligence coping skills.
  3. To generate ideas for more effective coping and adaptive strategies to stress.
The Age of Stress, Global Causal Occupational Stress Factors

- Globalization and competition: fiscal stress
- Technology revolution and 24 hour workplace (cell phone, email, etc.)
- Life long learning pressures
- More frequent and rapid organizational restructuring: downsizing/reinvention/mergers
- Rapidly changing markets and services
The Age of Stress, Global Causal Occupational Stress Factors

- Changing family structure/roles
  - Two career families
  - More single parents
  - Loss of living wage jobs: stagnate income
- Materialism: pressure of consumerism
- Constant “inflation” American dream
- Absence of spiritual intelligence
Occupational Stress Micro-Causal Factors

- Loss of environmental control: less organizational structural stability, all organizational levels and sectors
- Bureaucratic to organic structures
- Lack of individual control
  - Less job security
  - High workload
  - Time pressures: US leads the world in hours worked
Occupational Stress: A Very Complex Construct

Components of stress

● Stress as a stimulus: energizes adaptive action, behavior
● Under stress project: work overtime
● Response: feeling/experience
● Put together: stimulus-response perspective
How A Person Copes With Job Stressors (Demands) And The Results (Behaviors) Is the Key Factor

 Definitions

 Stressor: job/organizational conditions requiring adaptive response (strain)
  – Rush projects: must work weekends

 Not all stressors are dysfunctional: energized deadline/presentation

 If the impact is neutral or positive, it is not a strain
Yerkes-Dodson Law: U-Shape Relationship Between Physiological Stress And Performance
Four Categories of Dysfunctional Stress Responses

Goal is to reduce dysfunctional response (can't always reduce stimulus):

1. **Physiological aspects**
   - Biological component is fight or flight:
   - Most situations: fight or flight inappropriate

- **Chronic physical stress produces:**
  - Minor somatic: headaches/muscle tension/
  - Compromised immune system, ulcers
  - Life threatening: cardiovascular
Four Categories of Dysfunctional Stress Responses Continued

2. Psychological: long term chronic, acute or traumatic stress leads to:
   - Anxiety, depression, aggression
   - Anger
   - Lower levels of job performance: lower self-esteem/confidence
   - US: large % of self-esteem is job related
   - Leads to spiritual imbalance
Mental Illness Connections

US Has The Highest Rates Of Mental Illness
- (WHO study) found the prevalence of mental illness in the US at 26%, Italy, 8%
- 20% to 25% of US population has a mental illness
- Circular relationship: many people bring mental problems to the workplace, exacerbating their own stress and that of coworkers
- Other situations: work stress causes mental illness
Dysfunctional Stress Responses

Continued

3. **Behavioral**: absenteeism, presenteeism, tardiness, turnover, poor performance, and sabotage

4. **Spiritual**: loss of purpose, joy, meaning, enthusiasm, compassion, forgiveness, and love

- **Outcome**: 40% to 70% of respondents report high stress and reduced job performance on workplace surveys
Occupational Stress Outcomes

- Cost of stress: $300 billion yearly in absenteeism, turnover, compensation and health care costs (APA)
- 30% to 40% of all absences: mental stress causes
- Health care expenditures 50% greater for stressed employees (Journal of Occupational Medicine)
Occupational Stress Reduction Strategies

1. Adaptive approaches: change external environment

2. Coping: change how one thinks about and reacts to stressors, influenced by many factors:
   - Genetics, personality, family environment
   - Spiritual state
Stress Perceptions Vary

- Perceptions mediate assessment of work situations. Makes it difficult to develop theory to predict behavior.
- Individual differences as perception of stress differs: oral presentation task is viewed differently.
- Flying: for some routine, others it is a life or death experience.
Early Warning Signs of Job Burn-Out

- Headache
- Sleep disturbances
- Difficulty in concentrating
- Short temper
- Upset stomach
- Job dissatisfaction
- Low morale
Spiritual Intelligence

- Ability to apply biblical truths in a person’s life (McGeachy, 2005)
- Similar to the notion of emotional intelligence (Goleman, 1996)
- Developed progressively concurrent with sanctification walk
- Reduce fear and pride, two of the largest contributors to dysfunctional workplaces
Common Barriers to Spiritual Intelligence Progress

- Unconfessed sin
- Pride: Already know and practice, we all can improve
- Complacency: Don’t need to change
- Lack of feedback: ambiguity
- Lack of spiritual discipline (prayer, bible study)
- Lack of time
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Standing Strong in Stress
Please give us your feedback.