

# Emotional and Psychological Maturity Social and Christian Maturity

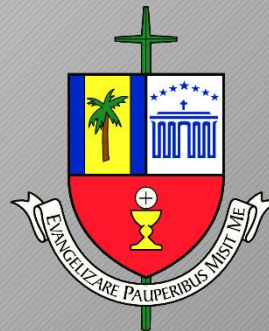
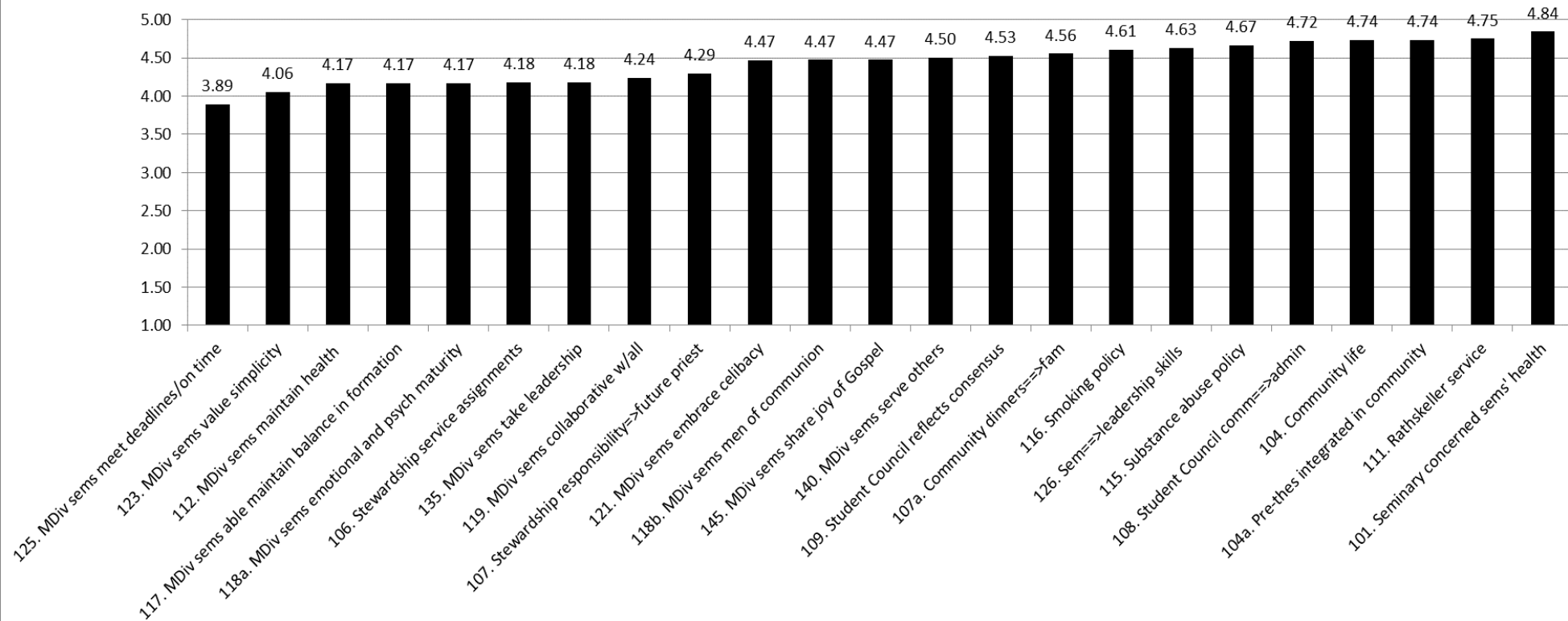
Rector's Conference  
Msgr. David L. Toups  
11 September 2019



# Emotional and Psychological Maturity

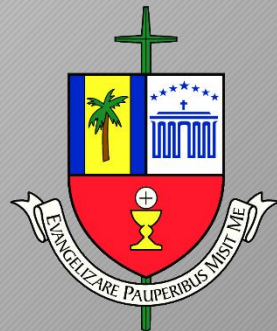
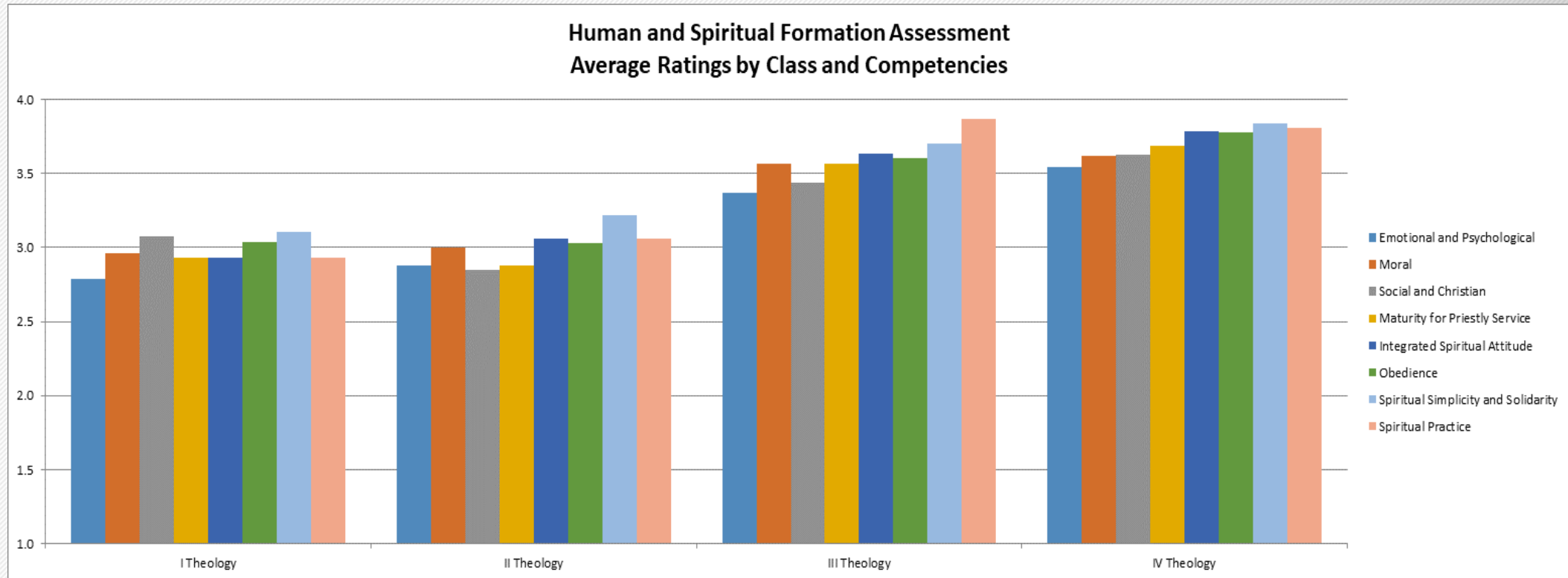
## Social and Christian Maturity

**Human Formation**  
**2018-2019 SVDP Annual Faculty Survey**



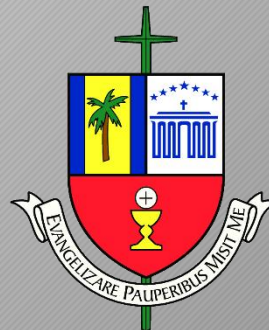
# Emotional and Psychological Maturity

## Social and Christian Maturity



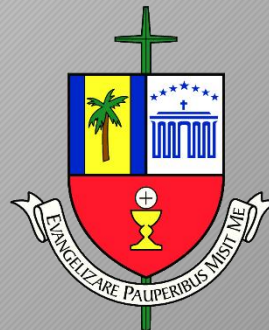
# Emotional and Psychological Maturity

Criteria	Exemplary (4)	Well-Developed (3)	Developing (2)	Foundational (1)
MDiv SLO-1 Human Formation: Manifest emotional, moral, and psychological maturity for Christian living, evangelizing witness, and joyful priestly service.				
<b>Emotional and Psychological Maturity</b>  MDiv SLO-1  PPF 76f,g; 85; 86; 89; 92; 101  ATS 1.2.2.2; ES.1.2; ES.6; ES.6.2.2; ES.6.3; A.2.4  SACSCOC 8.2.a	<ul style="list-style-type: none"> <li>– <b>Demonstrates appropriate attention to physical well-being (e.g., diet, sleep, exercise, sobriety) and self-awareness and self-discipline to have strength and energy to accomplish the tasks entrusted to him</b></li> <li>– <b>Dexterously and smoothly balances physical, spiritual, academic, social, and professional areas of life, even in challenging moments</b></li> <li>– <b>Has adopted a range of reliable options for self care (e.g., prayer, relaxation, exercise, conversation), is aware of signs of stress or burnout, and is able to turn to these options to maintain balance and stay refreshed in his work</b></li> </ul>	<ul style="list-style-type: none"> <li>– Is appropriately attentive to his physical well-being (e.g., diet, sleep, exercise, sobriety) so that he is fit to accomplish the tasks entrusted to him</li> <li>– Balances physical, spiritual, academic, social, and professional areas of life with relative ease</li> <li>– Has practiced approaches for self care (e.g., prayer, relaxation, exercise, conversation) and learned to value these resources to stay refreshed in his work; self-identifies or is attentive to feedback from others about stress or potential burnout</li> </ul>	<ul style="list-style-type: none"> <li>– Generally attentive to physical well-being (e.g., diet, sleep, exercise, sobriety) although susceptible to lapses, particularly under stress; impact on physical well-being occasionally or minimally impacts fitness to accomplish the tasks entrusted to him</li> <li>– Generally balances physical, spiritual, academic and professional areas of life, although at times may fail to meet obligations in one or the other; stress in one area may lead to inability to maintain other areas</li> <li>– Is working to identify effective approaches for self care; may need guidance to avail himself of these resources</li> </ul>	<ul style="list-style-type: none"> <li>– <u>Struggles with self-discipline</u> in one or more areas of physical well-being (e.g., diet, sleep, exercise, sobriety) such that his health occasionally, or more frequently, affects his fitness to accomplish the tasks entrusted to him</li> <li>– <u>Has challenges in balancing</u> one or more aspects of physical, spiritual, social, or professional areas of life; struggles in one area lead to decompensation in multiple areas</li> <li>– <u>Struggles with awareness of need for self care</u>; needs guidance to identify need and suggestions for strategies for self care</li> </ul>



# Emotional and Psychological Maturity cont'd

Criteria	Exemplary (4)	Well-Developed (3)	Developing (2)	Foundational (1)
	<ul style="list-style-type: none"> <li>– <b>Clearly aware of areas of strength and weakness; is able to self-identify and set realistic goals for personal growth</b></li> <li>– <b>Seeks out and readily incorporates feedback from others; consistently works toward self-improvement</b></li> <li>– <b>Evidences ability to regulate emotions even in stressful or unfamiliar situations</b></li> <li>– <b>Shows creativity, innovation, leadership, flexibility, and openness in the face of change; able to maintain and use an appropriate sense of humor in challenging moments and keep others in good humor as well</b></li> </ul>	<ul style="list-style-type: none"> <li>– Able to acknowledge areas of strength and weakness and name areas for growth</li> <li>– Makes good use of outside guidance and constructive feedback</li> <li>– Typically demonstrates emotional self-control</li> <li>– Shows flexibility and openness in the face of change; maintains and uses an appropriate sense of humor in challenging moments</li> </ul>	<ul style="list-style-type: none"> <li>– Is aware of some areas of strength and weakness, though lacks awareness in some critical areas; needs guidance in naming areas for personal growth</li> <li>– At times seems uncomfortable with constructive feedback; sensitive, with low self esteem or self confidence</li> <li>– Normally regulates emotions, but under stress responses can be unpredictable or extreme</li> <li>– Becomes stressed in situations of change and is working to learn to adapt; can lose an appropriate sense of humor in challenging situations</li> </ul>	<ul style="list-style-type: none"> <li>– <u>Exhibits limited self-awareness</u> and unable to self-identify areas for personal growth; struggles to integrate feedback from others</li> <li>– Struggles to integrate suggestion for improvement; <u>uncomfortable with constructive criticism</u>, sometimes taking it as a personal affront</li> <li>– <u>Reacts emotionally</u> intensely in many situations, not able to self-regulate easily</li> <li>– <u>Demonstrates rigidity or difficulty adapting to challenging situations or change</u>; struggles to have an appropriate sense of humor or lightheartedness</li> </ul>



# Social and Christian Maturity

## Social and Christian Maturity

MDIV SLO- 1

PPF

76a,d,e,f, h, j; 80c, d; 85; 86; 89; 92; 93; 94; 101

ATS 1.2.2.2; ES.1.2; ES.6; ES.6.2.2; ES.6.3; A.1.2; A.2.4; A.2.4.2

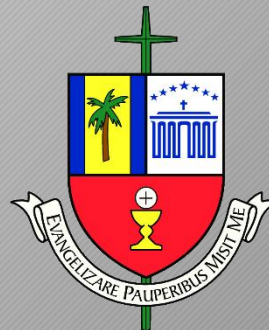
SACSCOC 8.2.a

- Is outgoing, hospitable, affable, kind, respected, and is able to build relationships with many different types of people in the community
- Habitually practices appropriate etiquette and courtesy, good table manners, and respectful language; a model for others
- Sought out by peers as a sounding board because is a good listener
- Seeks out opportunities to be of service to those in need consistently and leads others toward serving
- Enthusiastically and graciously takes on challenging leadership roles; effectively communicates to motivate others

- Is outgoing, affable, kind and gets along well with most members of the community
- Practices appropriate etiquette and courtesy, good table manners, and respectful language
- Engages others well; knows how to listen
- Generally seeks opportunities to serve others
- Takes on leadership roles and communicates effectively to motivate others

- Developing relationships and social skills, though has difficulty in some relationships
- Generally aware of appropriate etiquette and courtesy, table manners, and respectful language, though some occasional lapses in public
- Engages others well, but at times he likes to be the center of the conversation
- Sees the needs of others, but not always aware of how to serve their needs or be responsive
- Occasionally stretches to take on positions of leadership; learning to motivate others

- Has some general difficulties in relationship with others; struggles with sociability
- Needs further instruction in appropriate etiquette and/or table manners; or needs to be more mindful of using respectful language
- Likes to be the center of the conversation and does not listen well to others
- Pre-occupied with own needs
- Is uncomfortable taking leadership positions; others are confused when communicating information



# Social and Christian Maturity cont'd

## Social and Christian Maturity

- In groups, demonstrates superb ability to work collaboratively with others including men and women; demonstrates profound appreciation for the diverse gifts of those present in a team
- Engages enthusiastically and consistently in the community life of the seminary; notably contributes to building up community life
- Maintains deep, enriching and nourishing relationships with friends, family, teachers, and peers
- Is able to set appropriate boundaries in relationships even with individuals with personalities that challenge boundaries
- Is prompt and consistent in meeting appointments and responsibilities

- In groups, typically relates well and collaboratively with others including both men and women and people of diverse backgrounds
- Enthusiastically participates of the community life of the seminary
- Engages well with friends, family, teachers and peers
- Sets appropriate boundaries in relationship
- Typically on time for appointments and responsibilities

- Struggles to work in groups either withdrawing or taking on most of the responsibility; free of overt prejudice though at times uncomfortable when working with women and people of different backgrounds
- Normally engages in the community life of the seminary, though does not always take advantage of opportunities and optional events which foster fraternity
- Circle of friends is limited; has a hard time engaging teachers and peers
- Boundaries in relationships are at times blurred
- Struggles with arriving promptly to appointments and responsibilities

- Struggles to work with others in groups and does not relate well to people of different backgrounds and/or to women; attitudes may be interpreted as prejudicial
- Disengaged from the community life of the seminary (e.g., frequent absences, does not engage in optional activities)
- Does not have close friends; is distant from family members, teachers and peers
- Insufficient capacity for establishing relationships of friendship; searches for compensatory affection; weak or absent boundaries
- Often tardy or does not show up consistently to appointments



# Emotional and Psychological Maturity

## Social and Christian Maturity

- Thus our concern for your growth and maturity in these two categories which are historically lower than the other areas
- Discern where the Lord wants you to grow as you fill out your rubrics and foci this year (*find points of integration in the human and spiritual formation rubric*).
- *We need priests who can:*
  - *Meet deadlines*
  - *Be on time*
  - *Show up*
  - *Fulfill their stewardship assignments*
  - *Be responsible and communicate (e.g., checking out)*
  - *Show responsibility and responsiveness*
  - *Learn from negative repercussions – 3 strike rule*
  - *Learn to use blocks of time and even small segments of time (continued emphasis)*





# 2019 Recently Ordained Survey

All above a 4 out of 5 – thanks be to God!

## Positive comments:

- “Always had a pastoral and compassionate heart for the struggles and sufferings of the people.”
- “Very insightful and passionate homilies!”
- “He has been exemplary. The most effective Vicar I have ever had. He shows tremendous initiative, engagement, and strong work ethic.”
- “I have asked Father to develop and lead a variety of ministries that some who are ordained for decades would never be able to handle. He is one of the most talented and capable priests I have EVER worked with.”
- “I believe that they are coming out well formed, keep up the good work.”
- “I am impressed with the ability of the men to step right into Hispanic Ministry - both in language abilities and in culture.”
- “The guys are coming out as pastoral people. They are very prayerful but not distant from the people.”



## 2019 Recently Ordained Survey cont'd

### Summary of the negative comments:

- Homilies too long and sometimes out of touch with the people;
- Understand that administration is part of our pastoral work;
- Not a self-starter and sees priesthood as “banker’s hours”;
- Mood can affect the staff for better or worse depending on the day;
- Not visiting parishioners outside of boundaries
- Not taking sick calls;
- Rigid – need to be with people on the journey of life;
- Playing video games too much
- Not available in the office and hiding in the rectory



# Emotional and Psychological Maturity

## Social and Christian Maturity

### Last note that struck me:

- “Learning to cook, shop for food, fix your room and live independently are all skills they need. Learning how to clean their room, wash their clothes, etc. is important.”
- Open to suggestions?
  - Ask a friend to teach you how to cook a simple meal in the student kitchen
  - Sr. Mary Roberta is open to teaching small groups
  - Regular room inspection as a way to hold you accountable.
  - Etc....



# Emotional and Psychological Maturity

## Social and Christian Maturity

- All is not lost – don't despair!
  - Proud of you
  - Encourage us to continue to grow and learn
  - Conquer any sense of entitlement
  - We are ordained to serve
  - New Evangelization!!!
  - All for Christ!!!
  - Allow Christ to do it in you!



## Emotional and Psychological Maturity Social and Christian Maturity

### The fruit of the Spirit according to St. Paul:

*“In contrast, the fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, self-control” (Galatians 5:22-23).*

- This is the external manner in which we wish to be recognized by others!!!



## Emotional and Psychological Maturity Social and Christian Maturity

*“We walk sometimes in front, sometimes in the middle and sometimes behind: in front, in order to guide the community; in the middle, in order to encourage and support, and at the back in order to keep it united, so that no one lags too far behind...”*

Pope Francis

*Meeting with Clergy and Religious on 4/10/13  
and quoted in his Letter to Priests on 8/4/19*



## Emotional and Psychological Maturity Social and Christian Maturity

“The task of formation is to help the person to integrate these aspects, under the influence of the Holy Spirit, in a journey of faith and of gradual and harmonious maturity, avoiding fragmentation, polarization, excesses, superficiality or partiality. The time of formation for priestly ministry is a period of testing, maturing and discernment by both the seminarians and the house of formation.”

*Ratio Fundamentalis*, 28  
(maturity is mentioned 23 times)



# Emotional and Psychological Maturity

## Social and Christian Maturity

