

Integrated competence development



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1. Spiritual growth

Lives in God's presence - sees himself as a child of God - has found his calling and lives according to it - has a living prayer life - is grounded in God's Word - seeks to see the world through God's eyes - has a wise and godly lifestyle (godliness, humility, reality, fruits of the Spirit Gal 5:22...) he becomes Christ-like - not just a believer but a true active disciple who follows Jesus wholeheartedly - transformative, has a transforming influence on his personal environment is filled with the Holy Spirit and gives him space - has discovered his spiritual gifts and lives accordingly - leads a missionary lifestyle - lives and works under the guidance of the Holy Spirit has a vision of God kingdom of God and lives it out - integrated into a local church - lost and unreached people weigh on his heart - global perspective and vision for world mission - in solidarity with the global body of Christ (persecuted church, the suffering..) Has basic theological competence - balanced understanding and solid grounding in theology/Bible - able to accept differences between denominations and distinguish from sectarianism - able to cooperate with different churches (e.g. in an alliances sense) - willing to be part of local and national church context - lives by faith - has a firm trust in God - able to initiate projects by faith

2. Self-competence

Lives from the inside out - has a picture of his/her own paradigm (worldview), thinking, values and attitudes: can defend his/her point of view and represent it in current affairs - embodies ethical values and provides orientation to others Independent/self-reliant - organises his/her life and work without external help and control, responsible (self-reliant) - persistent, reliable and determined Confident in his/her identity - has a mature and reflective personality and has come to terms with his/her past - has a healthy self-esteem and has learned to overcome personal problems (sense of inferiority..), arouses respect and arouses respect in others - self-confidence: manages his limitations in a healthy way, redefines them with respect and observes/feels himself carefully and has a realistic self-image - efficacy: has found meaning/importance and purpose in his life, exercises self-discipline - responsible: authentic example(s) by divine standards (wholehearted) - integrity, authenticity, appropriate media literacy character and maturity - fruits of the spirit emotionality - emotional intelligence and empathic-ability - handles emotions well: able to create an atmosphere of trust, balanced in the areas of give-and-take, closeness-distance, internally alive/healthy

3. Social competence

Has healthy interpersonal relationships and builds social competence - Respects and values others, empathic and judges people well - Able to accept criticism, has good perception and self-discipline - Tolerant, expresses respect and can change perspective - Language skills, expresses him/herself appropriately - Intercultural competence Ability to work in a team - sees the group in this way, open and honest - cooperates with others - self-motivated - communicates and is able to integrate - has a healthy relationship with nature/created world - respects nature and sees it as a place of experience, recreation and inspiration - has intercultural skills - understands other cultures, can adapt and work with strangers - culturally sensitive - flexible and able to see things from different perspectives; willing to think about stereotypes and prejudices, willing to learn from different cultures - able to adapt to different cultures in communication (e.g. shame culture)

4. Expertise

Learned - expands gifts and skills - develops ideas and puts them into practice - gives others the opportunity to participate - allows diversity and seeks alternatives Has everyday competence (viable, life-skilled) - able to balance everyday life with work, friends, family.. Professional competence - has basic YS professional skills or would like to acquire them Languages - fluent in English or willing to communicate well enough Creative Physical - positive attitude towards body as temple of the Holy Spirit, healthy body awareness/body awareness... - has psychomotor skills and maintains them through games and sports - healthy lifestyle and regimen

5. Leadership and management skills

Leadership skills (non-profit sector) - as appropriate to the situation: can pioneer or lead an established ministry in a dynamic way - can deal with unusual/unexpected situations and can develop new ideas - comes up with new ideas, understands the bigger picture, can think analytically - can work strategically, devises and builds flexible structures - administrative skills - takes personal responsibility - can carry financial responsibility, has basic bookkeeping/accounting skills Taking responsibility - shows willingness and commitment to the Kingdom of God: locally and globally - solution-oriented, constructive, looking for alternatives Leadership - aware of responsibilities (civil and criminal) - obeys legal rules and laws and takes safety precautions - leads according to situation, age and maturity, aware of the consequences of his/her actions - skilled in delegating responsibility for teams and projects - able to lead/manage a team and delegate responsibilities - flexible, able to adapt, balance between task and people orientation Project management - experienced in (international) project management and able to manage projects independently - cautious and careful in managing risks

6. Teaching and coaching skills

Has teaching skills - can teach YS know-how and deliver training - has didactic skills and transfers knowledge and experience - can apply different methods Coach - multiplies, skilled in individual and group coaching - coach in case-based and experiential learning, invests in others without copying/producing - helps people to develop, encouraging trainer