

Welcome to

**Coaching Global Workers  
to Grow in Resilience with the  
*Cerny Resilience Inventory***

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Coach & Consultant, Relumine LLC



# WHO AM I?

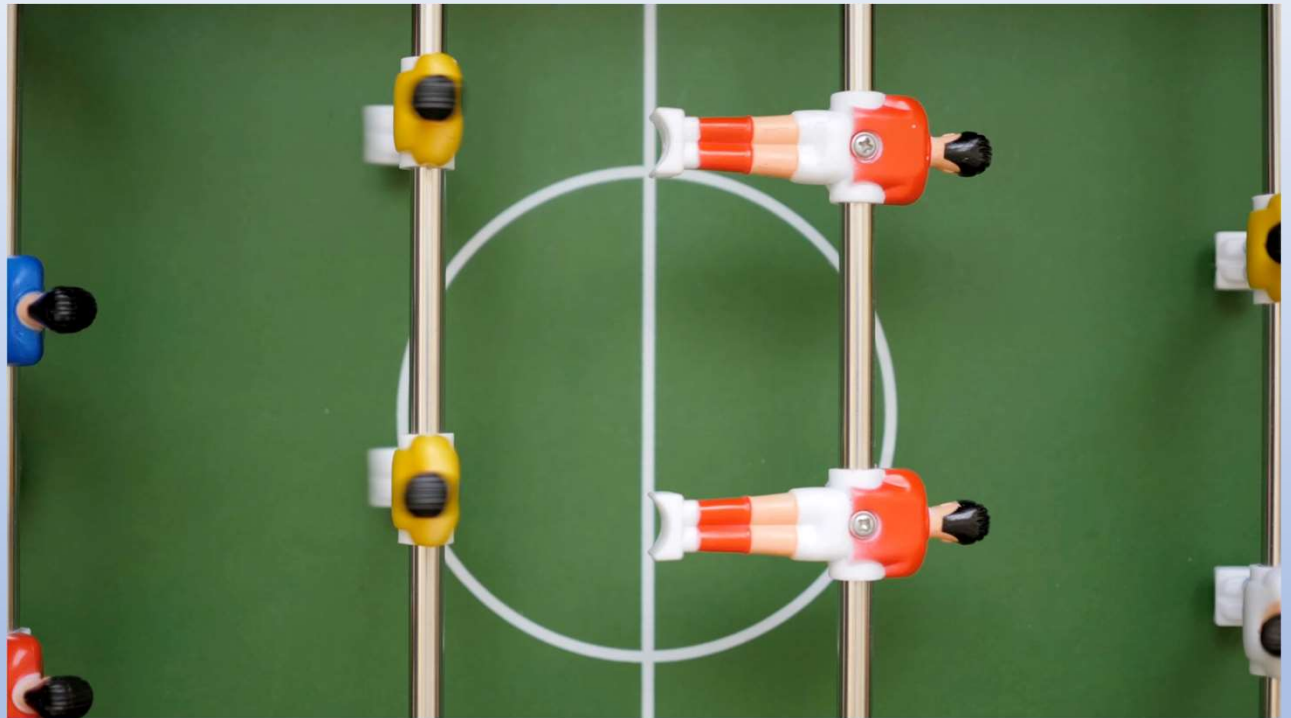
- Husband, Father, Grandfather
- Former Psychologist and Marriage & Family Therapist
- Founder and former Director of MN Renewal Center – 27 years
- Former Missionary to Nigeria with SIM
- Founder of MC2

NOT QUITE  
RETIRED YET!



What is Coaching?

How can it help in supporting our Global Workers?



# What is Coaching?

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- **Coaching** is a form of development in which an experienced person, called a *coach*, supports a learner or client in achieving a specific personal or professional goal by providing training and guidance.
- The word *coach* was first used to describe a “large kind of carriage.” It got its name from the city of Kocs in Hungary, where wagons, carts, carriages and wheeled vehicles were designed in the 16th century. The word carried the sense of traveling from one place to another. It also later applied to railway cars.
- At the beginning of the 19th century, Oxford University started using it as a slang for “instructor/ trainer”, “for a tutor who *carries* a student through an exam.” Around 1860, it was used in sports for the trainer of a team or an athlete, which is nowadays the most common definition.
- In the 1970s, the term *coaching* found its way into the business world, where organizations began to create workshops, trainings, and seminars on leadership and personal effectiveness. By the 1980s, coaching for business or professional performance had become increasingly popular.
- Coaching is now further defined as a collaborative process supported by the coach who creates a safe space for exploration and led by the client who shares what is of importance to them, in order to create positive, sustainable change.



# What is Coaching?

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- Coaching is has grown and is now applied in fields beyond education and sports, such performing arts (singers get vocal coaches), acting (drama and dialect coaches), business, leadership, home management, health care, personal growth, interpersonal skills, and relationships (dating coaches).
- Coaching is now an emerging professional discipline with training, ethics , credentials, etc. However, the need for and presence of lay-level coaching has also emerged and there are resources developing for this, as well.
- One good model for coaching utilized by the *CRI* process is the A-A-A model.
  - Awareness
  - Analysis
  - Action



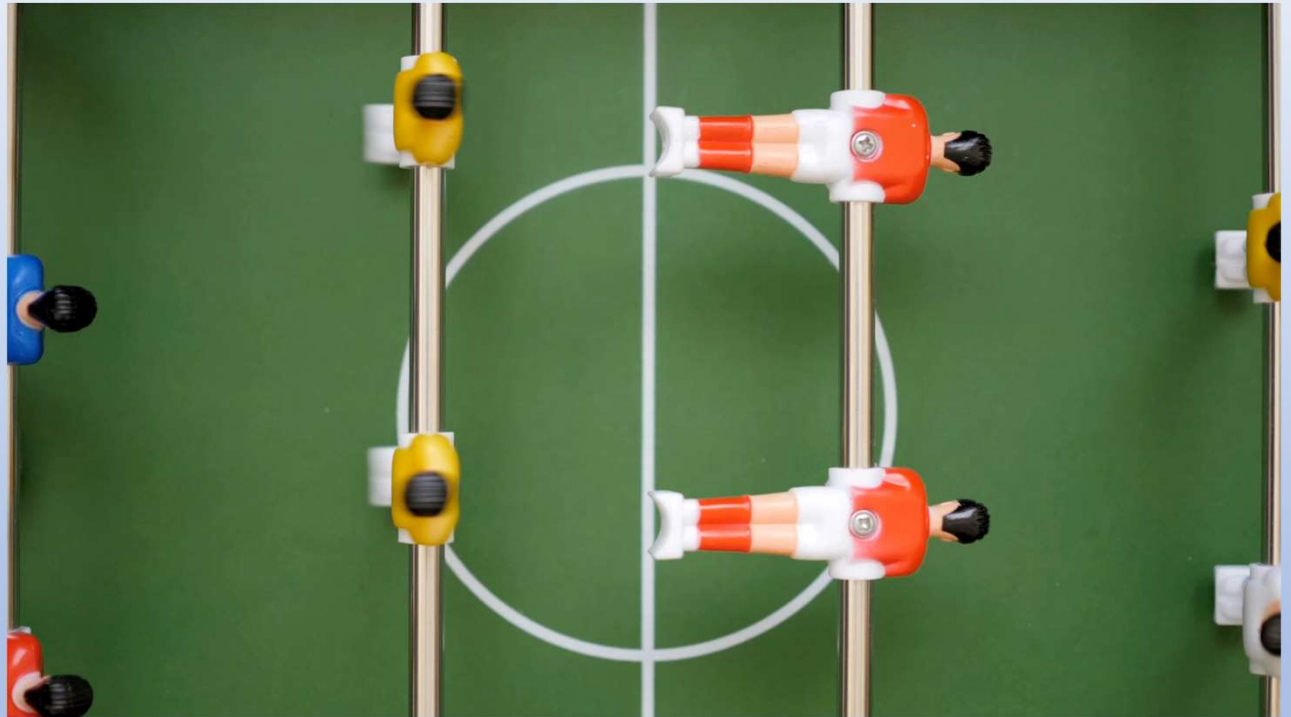
# What is Coaching in the Missions Context?

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- Christian coaching is a practice that **integrates a Biblical worldview within the practice of coaching**. It is about growth and enabling individuals and groups to move from where they are to where they want to be. The process of coaching **involves coming alongside** a person or team to help them discover God's agenda for their life and ministry, and then cooperating with the Holy Spirit to see that agenda become a reality. Christian coaching is done from a biblical perspective and might integrate biblical principles, draw from scripture, or take time during the session to pray with the client or clients.
- A **missionary coach** deeply listens and asks powerful questions that allow the individual missionary to process life and ministry experiences in a safe environment. A coach helps the global worker continue to learn, grow and be fruitful. Coaching missionaries (and national pastors) seeks to help an individual discover God's best next step for life, family, and ministry. That next best step often lies deep within his or her soul. The direction forward is a journey and adventure of the soul and lies in God's stirring within that person's heart.
- The missionary coach also helps global workers find and further develop skills and attributes crucial to moving forward in that journey.

What is Resilience?

Why is it important  
for our Global  
Workers?







# What is Resilience?

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- Resilience is a multifaceted concept, Donald Michenbaum PhD describes it as “the capacity to adapt successfully in the presence of risk and adversity.”
- Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands. Research demonstrates that the resources and skills associated with more positive adaptation (i.e., greater resilience) can be cultivated and practiced.  
From [APA Dictionary of Psychology](#)

# What is Resilience?

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- Dr. Cerny's Resilience Assumptions:
  - Every person has some resilience
  - Every person can develop more resilience
- Resilience is composed of personal and professional resources such as experience, energy and talents.
- When addressing situational demands, resilience may provide a perspective beyond problem solving that enables transformational learning and sharpening of personal and professional attributes and skills.



# Why is Coaching for Resilience Important to Our Global Workers?

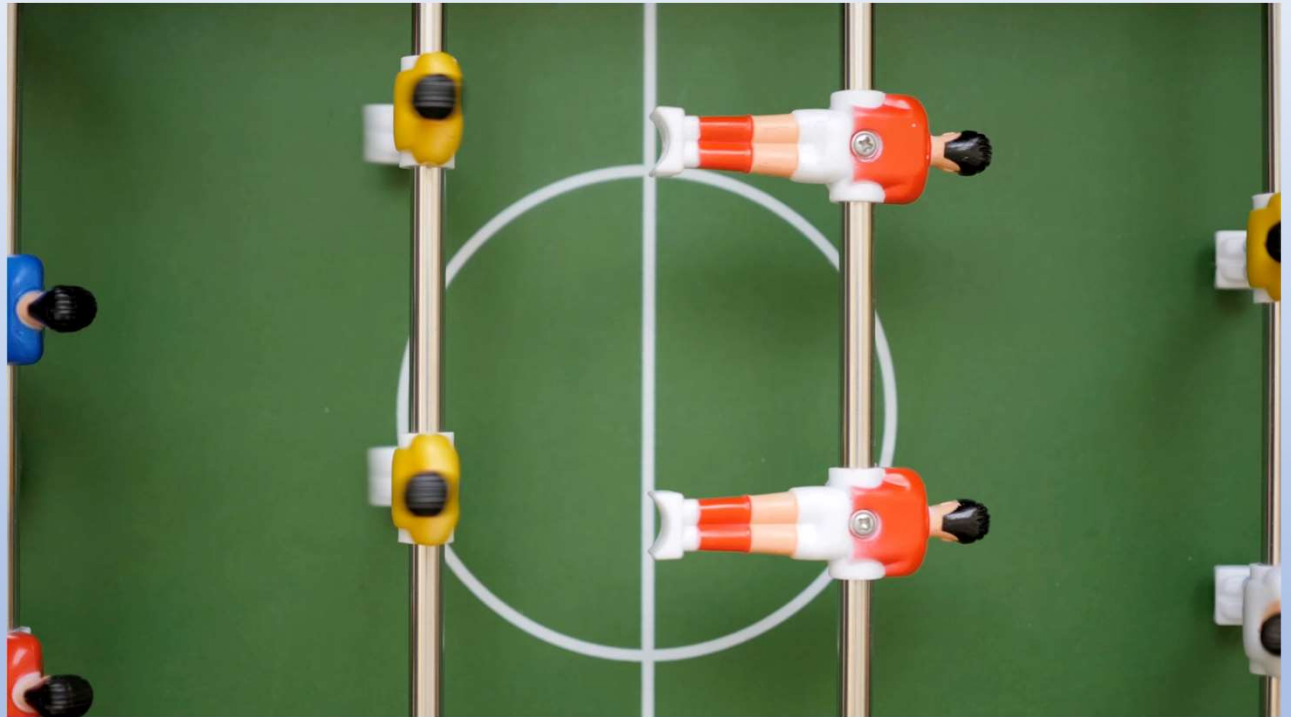
- Coaching for Resilience is one powerful, relational way members of the Body can minister to one another.
- Resilience in the workplace/ministry is essential for reducing stress, countering negative emotions, and building a positive workplace culture. The Global Employee Mental Health Report from Wysa found that over 33% of workers worldwide reported feeling “not okay” at the start of the workday.
- Hard times are a guarantee in Global Missions.
- Resilience helps us....
  - Persevere through hard times
  - Transform failure into growth
  - Develop an *internal locus of control*
  - Build positive beliefs
  - Embrace inevitable change





What is the CRI?

How can it help  
us discover &  
develop resilience?



CRI

CERNY RESILIENCE  
INVENTORY

## What is the CRI?

- The CRI is a proprietary, single page, coaching inventory of resilience.
- It can be filled out with paper and pencil or typed in on the computer as a PDF Fill In document. Results can be easily transmitted as email attachments. (Coming soon, the instrument will also be available to be completed online, at the Enjoying Resilience website: [www.enjoyingresilience.com](http://www.enjoyingresilience.com))
- In just a few minutes, you can take a comprehensive inventory of resilience for 21 life experience topics.

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Name  Date

**Cerny Resilience Inventory (CRI)**

Directions: Reflect on this past week and select your level of concern for each topic.

	<u>Not at All</u>	<u>Slight</u>	<u>Moderate</u>	<u>Extreme</u>
1. team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. email/social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. cultural adaptation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. family issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. relaxation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. loss or disappointment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. focusing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
14. decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. purpose and meaning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. unwanted habit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. regret	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. low energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. sleep	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	Not at All	Slight	Moderate	Extreme



Name

Date

### Cerny Resilience Inventory (CRI)

Directions: Reflect on this past week and select your level of concern for each topic.

	<u>Not at All</u>	<u>Slight</u>	<u>Moderate</u>	<u>Extreme</u>
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2. leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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6. transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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16. unwanted habit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. regret	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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19. low energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. sleep	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

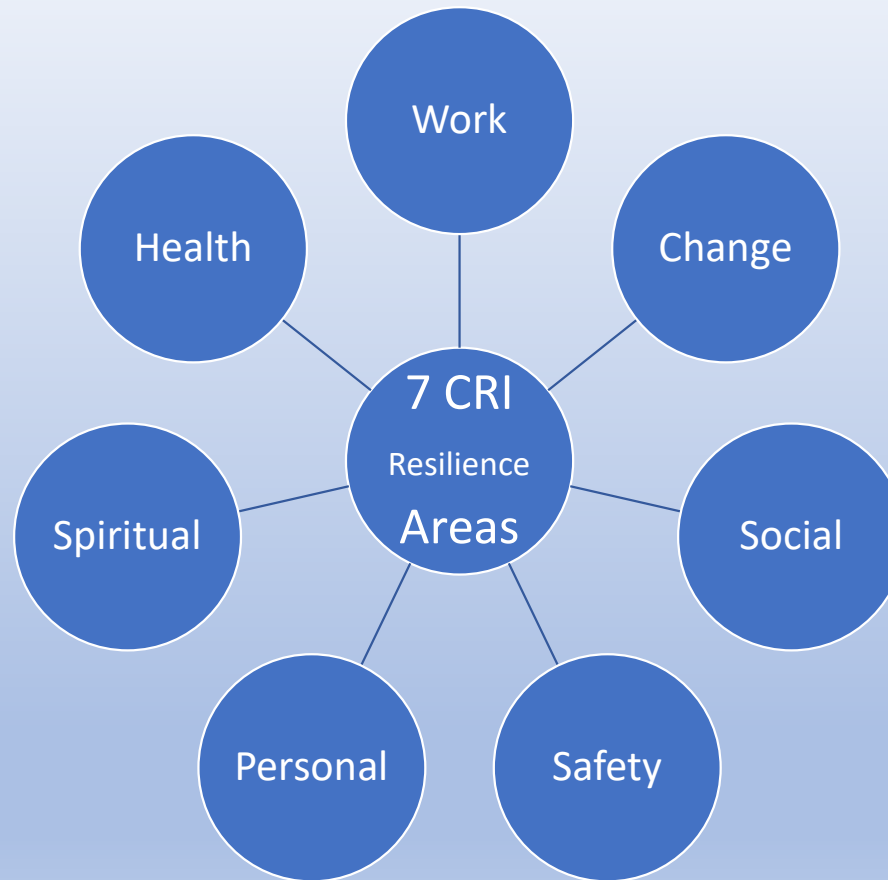
Not at All      Slight      Moderate      Extreme

### How were the 21 CRI topics chosen?

- Some topic areas were derived from an analysis of current stress assessments.
- For the 21 stimulus topics chosen, 14 are single words and 7 are short phrases.
- Topic wording is almost all neutral or positive.
- Feeling words are not used.
- Based on common sense, high value topics such as “finances” and “loss or disappointment” were included.

## What is a Concern?

“A matter that engages a person’s attention, interest, or care, or that affects a person’s welfare or happiness.”



## What is Resilience?

- Resilience is a multifaceted concept.
- Donald Meichenbaum PhD describes it as “the capacity to adapt successfully in the presence of risk and adversity.”

The 21 comprehensive life experience or situational items represent 7 broad areas of life

- Work
- Change
- Social
- Safety
- Personal
- Spiritual
- Health

Question -

Can you think of a topic that could not fall into one of these 7 areas of life?

Directions: Reflect on this past week and select your level of concern for each topic.

		Not at All	Slight	Moderate	Extreme
Work	1. team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	2. leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	3. workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	4. email/social media	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Change	5. cultural adaptation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	6. transition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social	7. relationship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	8. family issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Safety	9. safety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	10. relaxation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal	11. loss or disappointment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	12. finances	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	13. focusing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	14. decision-making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Spiritual	15. purpose and meaning	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	16. unwanted habit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	17. regret	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health	18. health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	19. low energy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	20. sleep	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	21. weight	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
		Not at All	Slight	Moderate	Extreme



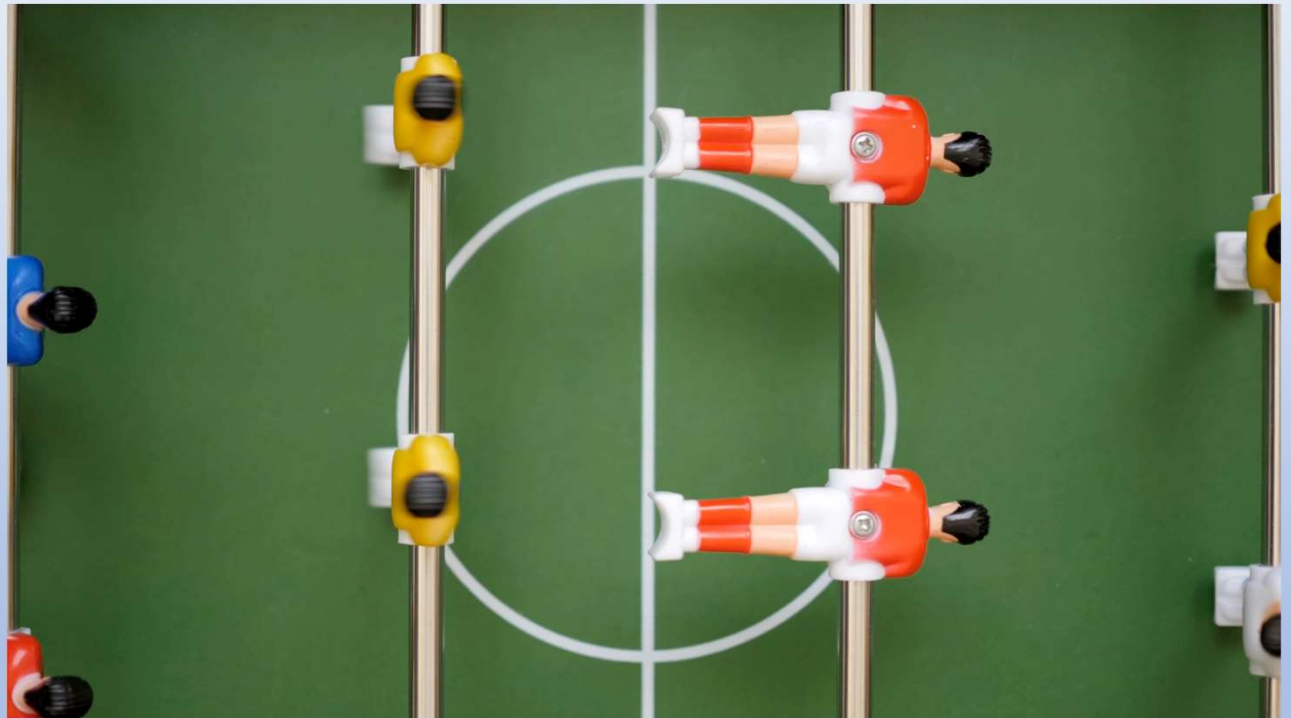
## Typical CRI Coaching Functions

- Coaching Client – CRI Helps focus goal setting and track progress.
- Debrief Coaching - CRI used before, in and/or after significant experiences or transitions.
- Group Discovery Training – Online or in person group training focusing on resilience discovery.
- Resilience Development – Community building trainings for small or large groups in corporate, community, or church settings.

More  
Global  
Worker  
Member Care  
Applications

- 
- Trauma debriefing
  - Trauma healing
- 
- Interventions
  - Conflict Management
- 
- Counseling
  - Spiritual Direction

# Inventory of Resilience and Small Group Exercises





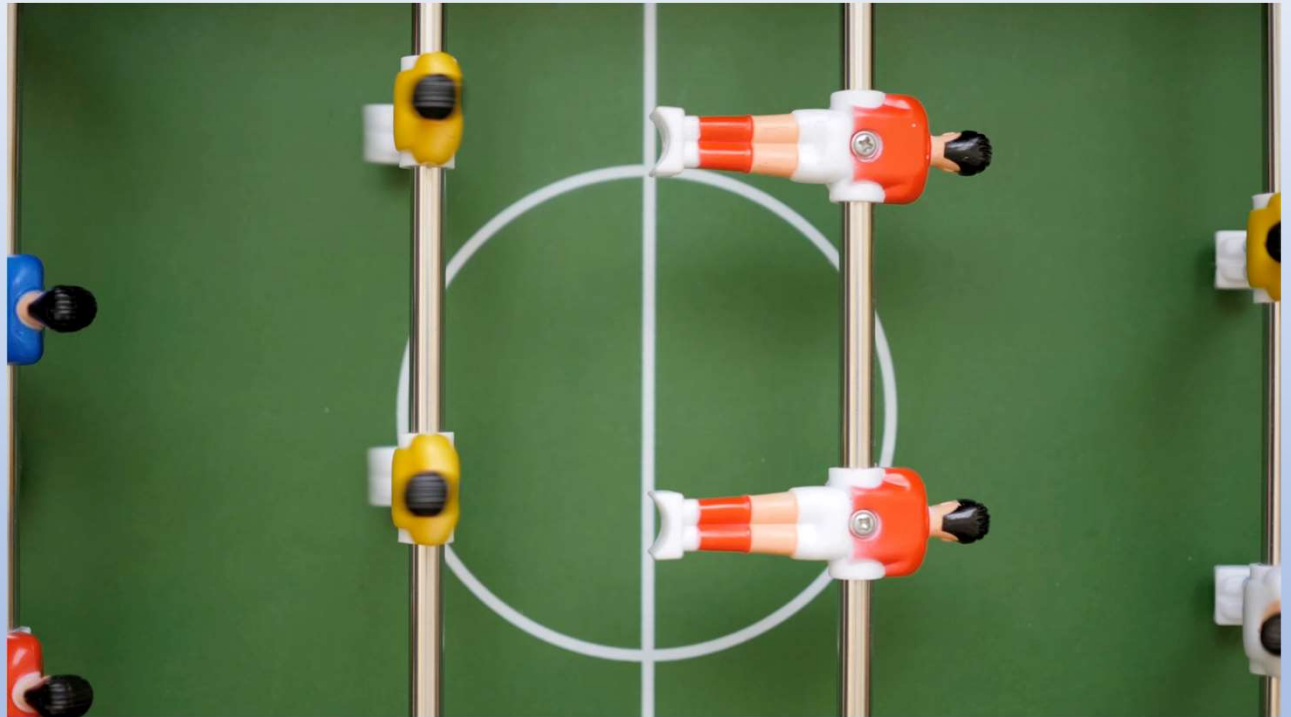
# Taking the Instrument

- Take a few moments to complete the CRI:
  - Reflecting on the past week
  - For each item, select your level of concern
  - Do not deliberate very long about which response to choose
  - Go with your first inkling
- At the bottom of each column, indicate the number of concerns
- Questions to ponder for a moment before going into group
  - What surprised you about your selections and column totals?
  - Do these 21 items seem to cover all areas of concern for you?

# Small Group Exercise Instructions

- Join in a group of 3-4 persons for 15-20 minutes of discussion.
- After introducing yourselves, share what surprised you about your selections and column totals.
- Take a few minutes for each to identify the most significant “Not at All” areas you identified.
- Discuss together how these areas could reflect attributes of resilience.
- Take another few minutes for each to identify the most significant “Moderate” and “Extreme” areas you’re comfortable sharing.
- Discuss what resources needed or areas of growth you can identify for each area.

# CRI Certification Training





# CRI Coaching Certification Training Guide

## Steps 1-3

### CRI Coaching Certification Training Guide

Complete a **4 Step** (six-hour) CRI Certification training taught by a Senior Trainer.

Cost Per Trainee = \$250

#### **Step 1 – Personal CRI Experience**

After registering for the training, each participant shall take a Cerny Resilience Inventory (CRI) and complete Discovery Exercises #1 and #2. Then, schedule and complete a 45-minute personal online debrief with your trainer.

#### **Step 2 – CRI Coaching Training**

Complete a 3.0 hour online Zoom classroom training which includes administering, interpreting, and debriefing the CRI. CRI strengths and limitations will be discussed.

#### **Step 3a – CRI Certification Consultation Supporting Coaching Success**

Upon successful completion of the Certification Training, your Senior Trainer will email a Certificate of Completion to you. Certification enables you to immediately access and use the original CRI Inventory, the CCRI (College Version) and the CRI-CC (Criss-Cross Version) resilience resources in providing coaching and training for **3 months at no charge.**



# CRI Coaching Certification Training Guide

## Steps 3-4

- **Step 3b – Practice and Experience Support Coaching Success**
  - CRI Coaches are strongly encouraged to quickly **practice using the CRI** with a variety of current and new clients. This is the way you really get to know and enjoy using the inventory.
  - Newly Certified Coaches may also receive up to **2 hours of free individual or group consultation** with his/her CRI Senior Trainer within 3 months of certification.
- **Step 4 –** If you have not purchased an Annual CRI Subscription so you can enjoy unlimited access to all 10 Resilience Coaching Tools, you may do so at:

[www.enjoyingresilience.com](http://www.enjoyingresilience.com)

[www.enjoyingresilience.com](http://www.enjoyingresilience.com)







Purchase an Annual CRI Subscription and Enjoy Unlimited Access to the Following 10 Resilience Coaching Tools:

1. Cerny Resilience Inventory (CRI) 3 Resilience Inventories
2. Cerny College Resilience Inventory (CCRI)
3. Cerny Resilience Inventory – Criss Cross (CRI-CC)
  
4. Discovery Exercise 1 – Resilience Resources 3 Discovery Exercises
5. Discovery Exercise 2 – Applying Resources to Concerns
6. Discovery Exercise 3 – AAA Resilience Development
  
7. Three Factors of Resilience 4 Bonus Resilience Development Tools
8. Agile Learning Experience
9. Leadership Skill Development – 360
10. Resilience Library



[www.enjoyingresilience.com](http://www.enjoyingresilience.com)

Purchase an Annual CRI Subscription and Enjoy Unlimited Access to all 10 Resilience Coaching Tools.

Enjoying Resilience Store	
Product	Cost
<b>Initial 1yr CRI Subscription</b> Initial Subscription includes Unlimited Certified Use of the CRI and 9 Additional Resilience Tools. Bonus: Includes the 6-hour online CRI Certified Coach Training. (\$250 value)	
	<b>Nonprofit Organization</b> \$550 for Initial Year
	<b>University</b> \$750 for Initial Year
	<b>Business</b> \$1050 for Initial Year
<b>Annual CRI Subscription Renewal (\$250 Discount)</b> Subscription includes Unlimited Certified Use of the CRI and 9 Additional Resilience Tools.	
	<b>Nonprofit Organization</b> \$300 per Year
	<b>University</b> \$500 per Year
	<b>Business</b> \$800 per Year

<b>Enjoying Resilience Store</b>	
<b>Product</b>	<b>Cost</b>
<b>CRI Resilience Development Trainings</b>	
<b>CRI Coach Certification Training</b> (This 6-hour online coach certification training by a Senior Trainer is required to use Annual CRI Subscription Resilience Tools.)	\$250 per Coach
<b>Team Resilience Discovery Workshop</b> (2-hour Zoom online training by a Senior Trainer)	\$300 each
<b>Personal CRI Coaching Experience</b> (Includes CRI and 1 hour of personal coaching by a Senior Trainer)	\$200
<b>Advanced Resilience Trainings or Services</b> (Conducted by Senior Trainer at Customer Request)	Contact your Senior Trainer

Comments?

Questions?



Patrick Repp, MA  
Coach & Consultant, Relumine LLC

# Resources

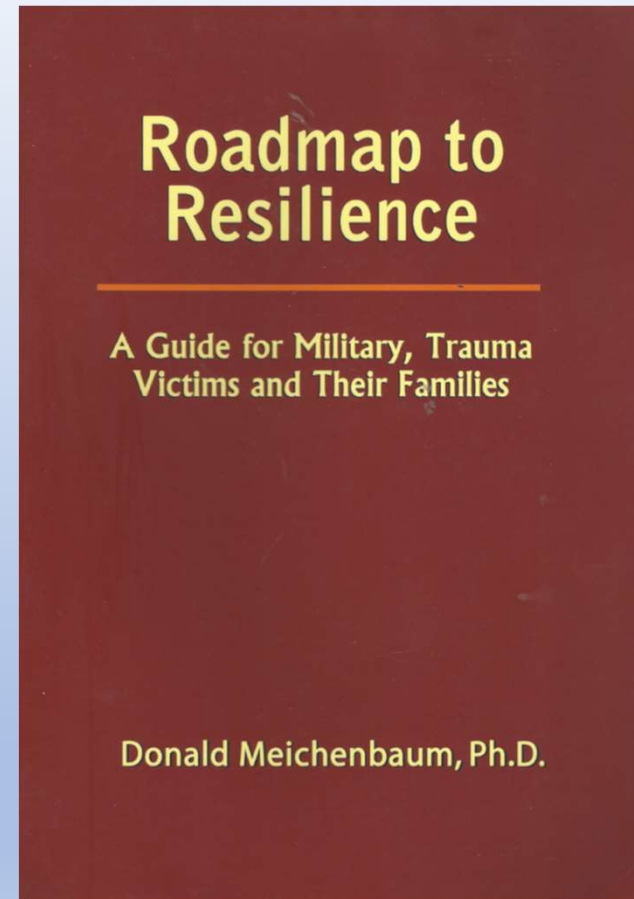


# A Helpful Resilience Resource

In his excellent book,

“Roadmap to Resilience: A Guide for Military, Trauma Victims and Their Families,”

Donald Meichenbaum PhD describes resilience as the capacity to adapt successfully in the presence of risk and adversity.

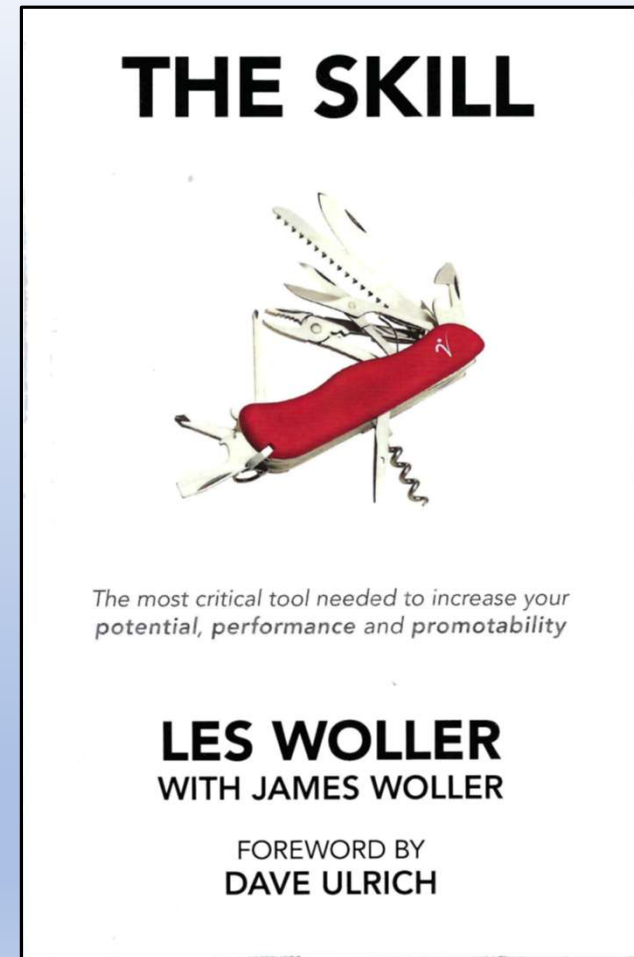


# A Helpful Corporate Resilience Resource

In his practical how to book,

“The Skill – The most critical tool needed to increase your potential, performance, and promotability”

Les Woller demonstrates the value of Awareness, Analysis, and Action (AAA) in the corporate setting as he discusses his parallel concepts of ARTT (Aware, Reflect, Target, Try).





# Sample Discovery Exercises



Name

Date

## Discovery Exercise #1 – Resilience Resources

### Introduction

The CRI asks about your levels of concern for 21 broad and strategically chosen areas of your life. Taking the inventory is helpful to you because in a few minutes it creates awareness of “How I am doing?” regarding these 21 areas of my life? It can also generate curiosity that leads to other helpful questions such as “Why did I rate it this way?”, “How important is this to me?” or maybe “What does resilience have to do with this?”

### What is Resilience?

- Resilience is a multifaceted concept. Donald Meichenbaum PhD describes it as “the capacity to adapt successfully in the presence of risk and adversity.”
- Resilience is composed of personal and professional resources such as experience, energy, and talents. When addressing situational demands, resilience may provide a perspective beyond problem solving that enables transformational learning and sharpening of personal and professional attributes and skills.

### Dr. Cerny’s Resilience Assumptions:

- Every person has some resilience.
- Every person can develop more resilience.

**“Not at All” Ratings = Resilience Resources**

CRI topics rated as “No at All” concerned identify resilience resources. For example, if “unwanted habit” is rated “Not at All”, it is not creating a situational demand. Therefore it frees up resilience resources such as focus and energy.

From the 21 total CRI topics, write in the total number you rated “Not at All” at this time.  These topics represent current potential resilience resources such as meaning, purpose, wisdom, and expertise.

Select and write in 3 of the topics you rated “Not at All” that are working well for you at this time. Then identify and type in a few things you are being and doing in each of the 3 areas that are working well for you? The things you are successfully being and doing are effective resilience resources.

3 Topics	Resilience Resources Identified for Each Topic
1. <input type="text" value="REGRET"/>	<input type="text" value="I TEND TO LIVE IN THE PRESENT AND DON'T HOLD ONTO THINGS."/>
2. <input type="text" value="UNWANTED HABITS"/>	<input type="text" value="I HAVE OVERCOME ALL MY UNWANTED HABITS."/>
3. <input type="text"/>	<input type="text"/>

In Discovery Exercise #2 you can explore how some of these resilience attributes and skills may be applied to other areas where you are experiencing concerns.

Name

Date

## Discovery Exercise #2 – Applying Resources to Concerns

### Introduction

The Cerny Resilience Inventory (CRI) asks about your level of concern for 21 broad strategically chosen areas of your life. Taking the inventory is helpful to you because in a few minutes it creates awareness of “How I am doing?” regarding these 21 areas of my life? It can also generate curiosity that leads to other helpful questions such as “How important is this to me?”, “Why did I rate it this way?” etc.

The CRI is based on an **AAA** resilience change model: “**Awareness – Analysis – Action**”. For example, you already took **action** when you completed your CRI and now you are doing the following Discovery Exercises. Your **action** created fresh **awareness** as you rated your concerns. Reading the following information and doing the exercises will help you **analyze** and understand your results. Studying your results creates opportunities for raising good questions and targeting new **action**.

How about letting your CRI results be a Resilience Development Playground where you are curious and creative as you try out new ideas and behaviors. Exercising resilience, like swimming on a hot day, can become satisfying and fun after you finally decide to jump or dive into the water.

First, let’s discuss the meaning of your ratings. In Discovery Exercise #2 you can explore how some of your resilience attributes and skills may be applied to other areas where you are experiencing concerns.

**“Slight” ratings**

How many “Slight” level of concern ratings did you select at this time?  “Slight” ratings may be distracting for focus and resources and can become easily taken for granted because they are not costing much. Is it possible with minimum effort that some of them might be moved to the “Not at All” category?

If so, identify one and write down what it would take for doing so to free up more resources and reduce resource seepage.

WEIGHT - I JOINED WEIGHT WATCHERS. THIS IS HELPING ME EAT HEALTHIER AND GET BACK TO EXERCISING.

**“Moderate” ratings**

How many “Moderate” level of concern ratings did you select?  “Moderate” ratings cause a definite energy drain and focus magnet. Multiple “Moderate” concerned ratings may provide a signal that this is an especially challenging time. When addressing multiple challenges, it is important to prioritize items and selectively target them setting attainable goals that will encourage you as you accomplish them.

Write in the item below that you are most motivated to prioritize and develop a plan to reduce the level of concern preferably with accountability.

I AM PRIORITIZING THE FAMILY ISSUE. WE NEED TO MAKE A PLAN TO GET ON THE SAME PAGE,

**“Extreme” ratings**

Items rated as an “Extreme” level of concern suggest an out of the ordinary situation that is unusually challenging and can threaten resources and maybe well-being. Short term extreme concerns are to be expected. Long term concerns may become exhausting. The more extreme a situation is, the more that outside resources may be beneficial to help understand, stabilize, and improve the situation. “Extreme” ratings express a sense of urgency. If the item is an emergency, safety considerations should always be given first priority.

If you have an “Extreme” level of concern item, you may want to discuss the meaning of this item with a wise, trusted person that can track with you and strategize a constructive approach for confronting the challenge. Usually when confronting big items, small steps that encourage you and move in the direction you need and want to go are most helpful. By the way, it is also important to identify and be grateful for good things and maybe even a gift from God along the way.

1. If you have an Extreme rating, describe your specific concern in your words.

MY WORKLOAD FELT OVERWHELMING AND IMPOSSIBLE TO COMPLETE ALL THE TASKS I PLANNED. ALREADY WE HAVE PUT A PLAN IN PLACE TO DECREASE SOME OF MY LOAD.

2. Highlight the ideas above that apply to you. What could be helpful for you to consider in developing a strategy for addressing your concern?

MY HUSBAND AND MY MENTOR



### **Tracking Your Resilience Discovery and Development**

You may use the CRI to check in with yourself periodically and track how you are doing regarding the 21 areas of inquiry. The results can be encouraging, especially if you are working in a coaching or other helping relationship focusing on the growth and development of resilience.

Since this inventory asks about the concerns over the last week, results can be heavily weighted by recent circumstances. If you are in a focused growth or development process, taking a CRI to track your change every 1, 2, or 3 months is probably a good frequency.

What have you found to be most interesting or helpful in taking this CRI?

IT'S GOOD TO SEE THAT I HAVE LESS THINGS IN THE MODERATE AND EXTREME LEVELS THAN PREVIOUSLY.