

Profile of an Effective Communicator

"It's not what you say; it's how you say it—because personality always wins the day." — Arthur Miller

Devox (India) Limited: The Case of a Less Expensive Customer [Sunday, 11:40 a.m. The showroom of Devox Sports Shoes & Sportswear in a posh market of a metro. Mr. and Mrs. Oberoi walk towards the showroom from the parking lot holding a box of Devox shoes. Mr. Oberoi is an HR executive with a multinational company. He is dressed in a red t-shirt, a pair of long khaki shorts, and sandals. Mrs. Oberoi is wearing a plain, light blue salwar kameez. She is holding a shopping bag and a small purse. Mr. Oberoi enters the shop first as Mrs. Oberoi decides to linger outside to look at the display windows. On entering the shop, he is greeted by Rahul, a young sales executive trainee who is on a visit to the showroom from the company's headquarters.]

Rahul: Good morning, sir! May I help you?

Mr. Oberoi: Oh, yes. Well, I bought this pair of shoes from this shop last Sunday. I have just worn them twice. I have a feeling that they are from a seconds lot. (Tries to hand over the box, but Rahul has his hands behind his back.)

Rahul: Sir, we don't stock seconds in this showroom.

Mr. Oberoi: (Opening the box of shoes) It did strike me while I was buying the shoes but I was more keen on the colour; maybe that's why I overlooked it. (He points to the toes of the shoes.)

There is a difference between the two shoes here. The stripes are not aligned the same way. It seems to be a manufacturing defect. Rahul: (Looking at the shoes but with his hands still behind his back) Sir, this is the way they are designed. It is not a manufacturing defect.

Mr. Oberoi: (Getting closer to Rahul and trying to hand over the shoes so he could take a look) This can't be the design. It is an alignment defect and it looks like a seconds' pair.

Rahul: (Still not taking the shoes) Sir, I can show you other pairs. They are all made the same way. (He asks one of the shop assistants to get a couple of pairs of the same shoes, and moves on to attend to other customers. When he returns after about six minutes, he finds Mr. Oberoi trying on a different pair.) See, I said that they were all made the same way. It is the design, not a manufacturing defect.

Mr. Oberoi: Then I have a feeling that this showroom is selling defective pieces. They are not from fresh stock.

Rahul: Sir, as I have informed you, we do not keep any seconds in this showroom as a policy. In fact, we don't have much seconds stock because our production line is most modern.

Mr. Oberoi: (Picking up his pair of shoes) Anyway, I want to return them. I don't want to wear a defective pair.

Rahul: I am sorry, sir. We can't take these back. Our policy is not to take back goods that have been sold.

Effective Mibionary Communicator A Field Study Of The Mibionary Personality A Bgc Monograph

Christopher J. Adams



Effective Missionary Communicator A Field Study Of The Missionary Personality A Bgc Monograph:

The Effective Missionary Communicator Paul Goring, 1991 **Forthcoming Books** Rose Arny, 1992 *Subject Guide to Books in Print*, 1993 *Personality Predictors of Missionary Effectiveness* Christopher J. Adams, 2007

Clinical experience with missionaries all along the continuum of the missionary career from student volunteer to retiring after 40 years on the field has provided evidence that just because people have remained on the mission field for a long period of time does not mean they did so with positive adjustment and effectiveness. Nor do positive adjustment or job satisfaction necessarily lead to effectiveness. Although the costs of missionary attrition have been immense, the costs due to lack of effectiveness have likely been sizeable as well in terms of financial resources and inestimable in terms of lost ministry impact. Identification of personality predictors of effectiveness could potentially enhance the ministry of Christian missions by informing selection, placement, and missionary care procedures. The following study was exploratory in nature and examined personality predictors of missionary effectiveness. A review of missionary clergy expatriate and domestic job performance literature yielded several different markers of success including a) perseverance, completion of a term of service, or attrition; b) adjustment; c) job satisfaction; and d) job performance or effectiveness. Although these terms have been used interchangeably, adjustment and job satisfaction are likely mediating variables of job performance and attrition, necessary but not sufficient for effectiveness. Previous research has established that supervisor ratings are a valid and reliable measure of job performance. However, missionary and clergy effectiveness research has not yielded consistent results, most likely due to the lack of an organizing taxonomy of personality such as the Big Five as in domestic job performance and expatriate research. Furthermore, although missionary effectiveness is difficult to define and measure, research suggests that clinical scales from the MMPI and 16PF may be predictors of supervisor ratings of missionary effectiveness. Secondary analysis of archival data was conducted utilizing selected personality scales from the 16PF and MMPI and supervisor ratings of missionary effectiveness in a sample of 101 denominational missionaries. Data imputation procedures were utilized to replace missing data. The sample exhibited higher means than norm populations on MMPI Hy, Pd, Ma, Si, and Es scales as well as 16PF N, G, and Q3 scales and lower means on 16PF scales F and M. Results indicated that the missionaries in the current study likely deny psychological problems more than the norm, have more situational conflict, have more anxiety, are more creative, and are generally more psychologically healthy than the norm population for the MMPI. Logistic regression analyses indicated that time on the mission field and the MMPI Ma and Sc in a reduced model scales were found to be predictors of supervisor ratings, indicating that missionaries with less experience, less creativity, and more task-oriented styles are likely to have more interpersonal problems. Although no personality scales were found to be predictors of supervisor ratings of effectiveness, the MMPI Pt and 16PF N scales exhibited a trend toward significance, indicating that a certain amount of anxiety and forthrightness may be related to higher ratings of missionary effectiveness. Limitations of the study included a small and somewhat homogeneous

sample and outcome measures with possible questionable validity and reliability Implications for future research were discussed including use of Five Factor personality taxonomy and theoretical ecological framework incorporating a mediated model of missionary effectiveness *Training Missionaries* Evelyn Hibbert,Richard Hibbert,2016-09-08 Missionaries must know God be able to relate well to other people understand and engage with another culture and be able to use the Bible in a way that informs all aspects of their lives and ministries Missionary training must address each of these areas if it is to help Christians to be effective in taking the gospel to the ends of the earth Effective training has been shown to prevent people from prematurely leaving the field It also reduces the danger of cross cultural workers uncritically exporting culturally bound forms of Christianity This book details four key areas that every missionary training program whatever its context must focus on developing It shows how these can be holistically addressed in a learning community where trainers and trainees engage in cross cultural ministry together **An Introduction to Missionary Anthropology** S. Devasagayam Ponraj,1993

Preparing Missionaries for Intercultural Communication: Lyman E. Reed,Arthur F. Glasser,1985-06-01 Missionaries while being prepared in the Bible often receive little training in understanding the world in which we live and some experience great hardship out in the field as a result The purpose of this book is to enable cross cultural missionaries to be more adequately prepared for the task of intelligent communication The authors set forth the major areas which are important in training the missionary to communicate with other cultures *Studies of Missionary Leadership* Robert Elliott Speer,1914

The Missionary and His Critics James Levi Barton,1906 **Missionary Candidate Training** Paul Sungro Lee,2008-11-15 Today the world mission has unprecedentedly become a task of every national churches and believers on earth Missionaries are being sent out from every nations to every nations Strategists have previously noticed that Africa along with East Asia would emerge as the key fulcrum for world missions in the 21st Century 2010 Lausanne Congress held in South Africa proved that to be true Along this path Evangelical Alliance for Preacher Training Commission EAPTC opened their missions training schools in Kenya and South Korea using this book as their training text It was through the efforts of those missionary trainees that their work expanded into over 200 new church plants in 11 countries today This book was put together mainly for Two Thirds World missionary candidates who often find themselves limited with sound missions training opportunities around while the lessons in this manual apply to all who are mission interested Going as a missionary or sending a missionary without proper training is quite reckless The principles of cross cultural mission presented in 11 chapters of this book are field tested nuggets that can certainly equip anyone aspiring for missionary work The training has been scientifically validated effective through research and used in Africa Asia Americas and Oceania This manual is also available in French Spanish Portuguese and Amharic **Encountering Missionary Life and Work (Encountering Mission)** Tom Steffen,Lois McKinney Douglas,2008-06-01 This new volume in the award winning Encountering Mission series is for current and future missionaries It provides practical guidance regarding getting ready for the mission field and

the realities of life on the field The authors are well qualified to write such a manual each having served as a missionary for more than twenty years and each having taught missions in seminary The authors begin by examining the contemporary context for missions including the recognition that the world s mission fields are in constant and often rapid change They then discuss aspects of preparing oneself for the mission field beginning with home front preparations and moving to on the field preparations The final section deals with practical issues and challenges of missionary life *Making of a Missionary* Robert D Patton,2022-11 The goals of Volume V are to assist the missionary in successfully arriving on the mission field and remaining there with an effective ministry Two major problems in recruitment and deployment of missionaries are the great length of time missionaries are on deputation and the 50% attrition rate for return to the field after the first term of service This volume addresses both issues Beginning with the call of the missionary there is a detailed discussion of deputation and a smaller section on mission boards Many missionaries are not able to successfully adapt to the foreign field A substantial section of the book on cultural anthropology outlines many of the adjustments for the missionary as well as the symptoms and treatment of culture shock There is a short review of the importance of worldview in approaching evangelism and a brief section on the missionary s adaptation upon returning to the USA **The Highly Effective Missionary** David M. R. Covey,2013 The field is ready to harvest and to reap the rewards of your labor you need the right tools David Covey s 8 step door approach and golden questions will orient missionaries toward fruitful finding concrete committing and meaningful member relations Leave mediocre missionary work far behind as you discover skills specific to the conversion process and develop into a highly effective missionary Missionaries, Mental Health, and Accountability Jonathan J. Bonk,Nelson J. Jennings,Kim Jinbong,2020-03-09 Hope and Help in Member Care Culture shock Marital strife Depression Addictions Disillusionment Organization and team tensions Family trauma Medical issues This is not what you signed up for when you pursued missions Field workers cross linguistic cultural and ministry boundaries but they still experience the same mental health challenges as everyone else and often more When the missionary unit includes a spouse and children the complexities multiply as each person undergoes stressors Needing psychological or psychiatric help too often leads to burnout or worse It s time to let go of the stigma and embrace mental health Missionaries Mental Health and Accountability opens with stories of scriptural saints who also struggled and still made profound impacts for the kingdom Then global contributors comprised of an equal balance of Korean and Western writers reach into the complexity of missionary mental health with the added component of accountability in church and agency support systems Specifically four important areas of missionary mental health are considered 1 disillusion discouragement and depression 2 relational dynamics and tensions 3 contributing factors in missionary psychological duress and 4 resources and organizational structures that address missionary mental health Every chapter demonstrates courage personal conviction and judicious honesty Significant insights provided through case studies surveys and personal reflections will offer action steps for increasing mental health awareness and developing mental

health best practices for individuals and teams Written for field workers and those who support them Missionaries Mental Health and Accountability is a critical resource in member care **Communicating Christ Cross-Culturally** David J. Hesselgrave,1978 *A Study of Field-based Missionary Leadership Training* Mark E. Sarracino,2001 **100 Character Traits of the Wholehearted Missionary** George D. Durrant,2006-02 George Durrant is no stranger to missionary work In addition to serving a full time mission as a young man he has served as president of the Missionary Training Center in Provo Utah and as a mission president in Tennessee and Kentucky As a result of these treasured experiences I have learned many specific principles about how a mission can truly be a magnificent experience writes the author in 100 Character Traits of Great Missionaries Brother Durrant has identified a hundred principles to help today s missionaries with tips on loving investigators developing discipline and finding the right balance between humor and seriousness this helpful book is full of time tested advice designed to help current missionaries improve and future missionaries prepare In the end those who read 100 Character Traits of Great Missionaries will discover not only how to become great missionaries but also great people

Who Cares about the Missionary? Marjorie A. Collins,1974 Effective Missionary Communication in the Local Church Nicholas Zarrella,2022 **The Missionary-Theologian** E. D. Burns,2020-07-03 Gospel doctrine is the lifeblood of mission Most missionaries in church history have in preparation for the field committed themselves to rigorous study and extraordinary theological training but there has been a move away from that in recent times E D Burns contends that this is dangerous leaving those who need it most ill equipped to deal with the difficulties mission life brings This brotherly and friendly plea challenges those who are already in or are considering joining the mission field to rest in Christ s work and abide in His Word

Reviewing **Effective Mibionary Communicator A Field Study Of The Mibionary Personality A Bgc Monograph**: Unlocking the Spellbinding Force of Linguistics

In a fast-paced world fueled by information and interconnectivity, the spellbinding force of linguistics has acquired newfound prominence. Its capacity to evoke emotions, stimulate contemplation, and stimulate metamorphosis is truly astonishing. Within the pages of "**Effective Mibionary Communicator A Field Study Of The Mibionary Personality A Bgc Monograph**," an enthralling opus penned by a very acclaimed wordsmith, readers attempt an immersive expedition to unravel the intricate significance of language and its indelible imprint on our lives. Throughout this assessment, we shall delve into the book's central motifs, appraise its distinctive narrative style, and gauge its overarching influence on the minds of its readers.

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