



Clergy Resilience and Wellbeing

Work-related psychological health among Catholic religious in Italy

Francis, L. J., Crea, G., & Laycock, P. (2017). Work-related psychological health among Catholic religious in Italy: Testing the balanced affect model. *Journal of Empirical Theology*, 30, 236-252. ISSN 0922 2936.

Abstract

Drawing on the classic model of balanced affect, the Francis Burnout Inventory (FBI) conceptualised good work-related psychological health among religious leaders in terms of negative affect being balanced by positive affect. In the FBI negative affect is assessed by the Scale of Emotional Exhaustion in Ministry (SEEM) and positive affect is assessed by the Satisfaction in Ministry Scale (SIMS). A sample of 156 religious leaders (95 men and 61 women) serving with the Roman Catholic Church in Italy completed SEEM and SIMS together with an independent measure of wellbeing. The results confirm the hypothesis that high SIMS scores reduced the negative effects of high SEEM scores on the independent measure of wellbeing.

Keywords: *Balanced affect, purpose in life, religious leaders, exhaustion, satisfaction*

Healthy leadership: The science of clergy work-related psychological health

Francis, L. J. (2018). Healthy leadership: The science of clergy work-related psychological health. Edited collection. In R. Brouwer (Ed.), *The future of lived religious leadership* (pp. 116-134). Amsterdam: VU University Press. ISBN 978 90 8659 774 1.

Abstract

According to a number of recent studies, religious leadership in the contemporary Western World carries emotional and psychological costs for those who serve in such positions. This chapter therefore, proposes to draw together and to summarise the work of a research group, co-ordinated by Leslies J Francis, that set out in the mid-1990s to undertake a systematic and scientific investigation into the work-related psychological health of clergy serving in a variety of denominations within the UK, and where possible to set this within a broader international and comparative context.

Happiness matters: Exploring the linkages between personality, personal happiness and work-related psychological health among priests and sisters in Italy

Francis, L. J., & Crea, G. (2018). Happiness matters: Exploring the linkages between personality, personal happiness and work-related psychological health among priests and sisters in Italy. *Pastoral Psychology*, 67, 17-32. ISSN 0031 2789.

Abstract

This study responds to the challenge posed by Rossetti's work to explore the antecedents and consequences of individual differences in happiness among priests and religious sisters. The Oxford Happiness Questionnaire was completed together with measures of personality and work-related psychological health by 95 priests and 61 religious sisters. Overall the data demonstrated high levels of personal happiness among priests and religious sisters, but also significant signs of vulnerability. Personality provided significant prediction of individual differences in both personal happiness and work-related psychological health. However, personal happiness provided additional protection against work-related emotional exhaustion and additional enhancement of work-related satisfaction. These findings suggest that acknowledging and affirming personal happiness may enhance the work-related psychological health of Catholic priests and religious sisters.

Keywords: *Clergy, nuns, burnout, psychology, personality*

The construct validity of the Schutte Emotional Intelligence Scale in light of psychological type theory

Francis, L. J., Payne, V. J., & Emslie, N. (2018). The construct validity of the Schutte Emotional Intelligence Scale in light of psychological type theory: A study among Anglican clergy. *Mental Health, Religion and Culture*, 21, 945-959. ISSN 1367 4671.

Abstract

This study explores the construct validity of the Schutte Emotional Intelligence Scale in the light of psychological type theory that hypothesises a bias in item content to favour extraverts over introverts, sensing types over intuitive types, feeling types over thinking types, and perceiving types over judging types. Data provided by 364 Anglican clergy serving in the Church in Wales, who completed the Schutte Emotional Intelligence Scale alongside the Francis Psychological Type Scales, confirm higher scores among extraverts (compared with introverts), intuitive types (compared with sensing types), and feeling types (compared with thinking types), but found no significant difference between judging types and perceiving types. These data are interpreted to nuance the kind of emotional intelligence accessed by the Schutte Emotional Intelligence Scale and to encourage future scale development that may conceptualise emotional intelligence in ways more independent of psychological type preferences.

Keywords: *emotional intelligence, Schutte Scale, clergy, psychology of religion*

Changing patterns in recruitment to stipendiary ministry: A study in psychological profiling

Francis, L. J., & Smith, G. (2018). Changing patterns in recruitment to stipendiary ministry: A study in psychological profiling. *Theology*, *121*, 268-277. ISSN 0040 5714.

Abstract

This paper tests the hypothesis that the Church of England may be recruiting into stipendiary ministry a different psychological profile of clergy to respond to the changing demands of parochial ministry. Using the Francis Psychological Type Scales, the profiles of 90 male and 35 female curates under the age of forty ordained into stipendiary ministry in 2009 and 2010 were compared with the profiles of 626 clergymen and 237 clergywomen reported in a study published in 2007. The major difference between the two groups concerns the significantly higher proportions of sensing types and the Epimethean Temperament (SJ) among the curates. These shifts in psychological type and temperament promise a Church for the future that is more tightly managed but less inspirational and less responsive to transformative development.

Keywords: clergy studies, clergy personality, psychological type, Keirse temperament theory

Stress levels among parish clergy: The benefits of feeling supported

Francis, L. J., Village, A., & Voas, D. (2018). Stress levels among parish clergy: The benefits of feeling supported. *Journal of Empirical Theology*, 31, 265-287. ISSN 0922 2936.

Abstract

The present study draws on data generated by the Church Growth Research Programme among 1,268 full-time stipendiary Church of England clergy aged 68 or under to test the extent to which the sense of feeling supported by professional advisers (positive affect) may offset the sense of feeling stressed (negative affect), after taking into account a range of personal, psychological, environmental and theological or ecclesial factors. The data found that the sense of feeling supported by professional advisers reduced the levels of self-reported stress after controlling for personal, psychological, environmental, and theological or ecclesial factors. The implications of these findings for the provision of formal support mechanisms within dioceses is discussed.

Keywords: *Anglican clergy, stress, burnout, personality, support mechanisms*

Testing the balanced affect model of clergy work-related psychological health

Village, A., Payne, V. J., & Francis, L. J. (2018). Testing the balanced affect model of clergy work-related psychological health: Replication among Anglican clergy in Wales. *Rural Theology, 16*, 93-100. ISSN 1470 4994.

Abstract

Drawing on the classic model of balanced affect, the Francis Burnout Inventory (FBI) conceptualised good work-related psychological health among clergy in terms of negative affect being balanced by positive affect. In the FBI negative affect is assessed by the Scale of Emotional Exhaustion in Ministry (SEEM) and positive affect is assessed by the Satisfaction in Ministry Scale (SIMS). In support of the idea of balanced affect, previous work had shown a significant interaction between the effects of SEEM and SIMS scores in predicting individual differences as an independent measure of burnout. The present study extends previous research among a sample of 358 Anglican priests in Wales who completed the FBI together with an index of thoughts of leaving ministry as an independent measure of burnout. These data found a significant interaction between the effects of SEEM and SIMS scores confirming that the mitigating effects of satisfaction in ministry on thoughts of leaving ministry increased with increasing levels of negative affect.

Keywords: *Balanced affect, Anglican clergy, exhaustion, satisfaction, leaving ministry*

Just how emotionally intelligent are religious leaders in Britain?

Francis, L. J., Payne, V. J., & Emslie, N. (2019). Just how emotionally intelligent are religious leaders in Britain? A study among Anglican clergy in Wales. *Pastoral Psychology*, 68, 261-269. ISSN 0031 2789.

Abstract

This study explores the profile of 364 Anglican clergy serving in the Church in Wales (264 clergymen, 93 clergywomen, and 7 who did not disclose their sex) on the Schutte Emotional Intelligence Scale. The data confirm the findings from three earlier studies of church leaders in Britain, that both male and female clergy in Britain record significantly lower levels of emotional intelligence in comparison with the standardisation data published for this scale. Closer investigation of the scale items, however, questions whether this instrument may offer a fair assessment of the kind of emotional intelligence best suited for pastoral ministry.

Keywords: *Emotional intelligence, clergy, Anglican Church, psychology, religion*

Quest religious orientation among church leaders in Australia: A function of psychological predisposition or openness to mystical experience?

Francis, L. J., Village, A., & Powell, R. (2019). Quest religious orientation among church leaders in Australia: A function of psychological predisposition or openness to mystical experience? *Psychology of Religion and Spirituality, 11*, 123-130. ISSN 1941 1022.

Abstract

Quest religious orientation among church leaders signifies a style of leadership committed to religious explorations more than to religious certainties. This study sets out to explore the extent to which quest religious orientation among religious leaders is a function of psychological predisposition (conceptualized in terms of psychological type theory) or a function of distinctive forms of religious experience (conceptualized in terms of Happold's model of mysticism) among a sample of 1,265 church leaders who participated in the 2011 Australian National Church Life Survey. The data demonstrated that higher levels of mystical orientation were associated with psychological predisposition, involving extraversion, intuition, feeling and perceiving. After controlling for sex, age, education, denominational groups and psychological type, higher levels of mystical orientation were also associated with higher levels of quest religious orientation. Mystical orientation partly mediated the effect of intuition on question orientation, but psychological preferences (for intuition and for perceiving) and mystical orientation seemed independently to promote quest religious orientation. Thus, church leaders committed to religious explorations rather than to religious certainties seemed to have been shaped both by psychological predisposition and by distinctive forms of religious experience.

Keywords: *Australian National Church Life Survey, clergy studies, mysticism, religious orientation, psychology of religion.*