



BEING AN INTERGENERATIONAL CHURCH

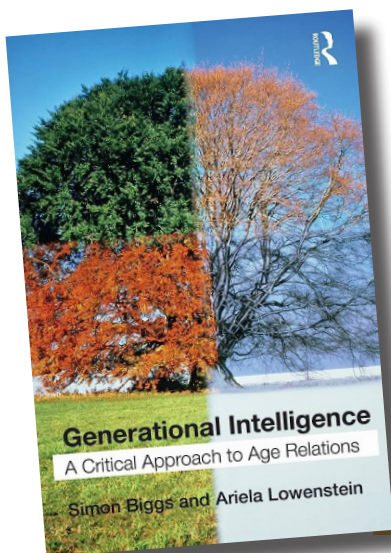
Resource Paper #4 | **GENERATIONAL INTELLIGENCE AS A FOUNDATION FOR INTERGENERATIONALITY**

The Uniting Church in Australia seeks to be a genuinely intergenerational church in which all ages are welcomed and valued, where every generation is engaged together in active discipleship, growing in and sharing faith in Jesus.

This paper is one of a series that has emerged to assist the church in being and becoming more intentionally intergenerational. It is offered as a resource for all those who share the dream of a more intergenerational church – a church comprised of lifelong followers of Jesus, of all ages, caring, praying, celebrating, learning and serving faith-fully together.

This paper is based on material presented by Cory Seibel at the 2019 Intergenerate Conference in Nashville. A pdf entitled *The Generationally Intelligent Leader* can be downloaded via *The Generationally Intelligent Leader* | Cory Seibel - Academia.edu.

Many people are familiar with the concepts of Emotional Intelligence (EQ) as the ability to understand and manage one's own emotions, as well as recognize and influence the emotions of others, and Cultural Intelligence (CQ) as the ability to recognize and adapt to cultural differences. Less people are familiar with the concept of Generational Intelligence (GQ) as the ability to reflect and act that draws on both an awareness and understanding of one's own and others' generational identities. Two helpful resources that assist in the understanding of Generational Intelligence (GQ) are...

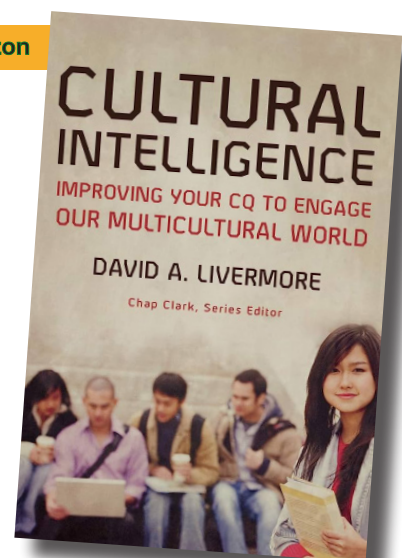


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Biggs & Lowenstein helpfully identify four steps toward becoming more critically aware of age and generational identity as a factor in social relationships...

- Growing** awareness of oneself as being influenced by age and generation
- Understanding** other people based on similarities and differences between generations
- Becoming** critically aware of the values underlying social assumptions about generations and ageing
- Acting** in a manner that is generationally aware.

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Cory Seibel (based on David Livermore's Cultural Intelligence framework) suggests the following as important dimensions of Generational Intelligence (GQ)

- Appreciation** (Knowledge) GQ
Our ability to critically, empathetically understand intergenerational issues and differences
- Awareness** (Interpretative) GQ
The degree to which we're mindful and aware when we engage intergenerationally
- Action** (Behavioural) GQ
The extent to which we appropriately and strategically adjust our behaviour when interacting intergenerationally
- Allegiance** (Perseverance) GQ
Our capacity to stick to sustainable intergenerational solutions over time

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