

## The Kind of People We Look For

Although we know that only Jesus Christ truly exhibits all of these characteristics in their highest form, the people that InterVarsity wants are open to influence and growth and actively developing in all of these areas. We are looking for three main things when recruiting staff to work with international students: **character, competence** and **chemistry**. Chemistry may be the hardest to define, but it is that sense of fitting into the ethos, values, and culture of InterVarsity Christian Fellowship in the area, regionally, and nationally. What follows is a list of characteristics that, *in addition* to what we usually look for in a CSM, are particularly needed for ISM staff work.

### I. ATTITUDE

1. Has a growing love for God, His Word and His people worldwide
2. Is growing in loving people unconditionally
3. Is willing to change both in thinking and behavior
4. Is willing to be trained
5. Has a flexible and adaptable spirit (i.e. ability to deal with cultural diversity)
6. Has a humble spirit
7. Is a prayerful person
8. Has a healthy self-concept/self-acceptance
9. Accepts others who are different as valid human beings, created in the image of God and is not quick to make judgments of others
10. Is willing to take risks and able to learn from his/her mistakes
11. Lives out his/her faith in every area of daily living
12. Enjoys being with people
13. Is a learner who is willing to be taught by international students and has learned the grace of receiving from international students
14. Is committed to developing student leadership and partnership
15. Avoids patronizing attitude and/or comments

## II. SKILLS/COMPETENCIES

16. Demonstrates cross-cultural evangelistic, discipling, training, and group-building skills
17. Able to study and teach Scriptures cross-culturally and is able to critique culture in the light of the Bible
18. Is a team player
19. Has a high level of tolerance for ambiguity
20. Is an active listener and a good observer
21. Is willing to identify and adapt cultural ways in order to bond and build trust with international students
22. Adventurous with food, new ways of doing things and language
23. Has a good sense of humor, but sensitive not to impose own or a western sense of humor on others.
24. Knows how to be a cultural broker between the host and the guest culture
25. Knows how to be an ISM ambassador in area, regional, and national events, sharing the vision for ISM with the broader fellowship

## III. KNOWLEDGE

26. Aware of his/her own cultural identity, values, strengths and weaknesses
27. Keeps current with world news and events
28. Knows what and how to ask appropriate questions of people from other cultures
29. Aware of potential areas of cross-cultural and cross-gender tension or conflict and knows how to address it.
30. Has a general understanding of different religions and is willing to learn more

*Notes: If evaluating an American, look for a person who has healthy relationships with Americans; some people are drawn to ISM because they don't relate well to members of their own culture.*