Persuasive Communication

Carrie Hayashida

Omega Graduate School

May 19, 2024

Professor

Dr. Curtis McClane

Assignment

1. Create Developmental Readings from the Assignment #1 Works Cited list and additional resources discovered during your research. The developmental readings should support your arguments and counterarguments.

a. Refer to the "Student Guide to Developmental Readings" in the General

Helps folder for updated information on sample comments, the grading

rubric, and key definitions related to developmental readings.

2. Revise your thesis statement according to feedback from your professor, if

needed.

3. Develop a sentence outline for your argumentative essay. Include main points and sub-points for your argument and the counter-arguments you will present. Make sure your outline clearly indicates the direction of your argument. Provide one properly cited (APA) quotation that you can use to support each of the main points and sub-points in your outline.

**Source Four (Jnl 1):** Fazzino, L. L. (2014). Leaving the church behind: Applying a deconversion perspective to evangelical exit narratives. [Journal of Contemporary Religion](https://doi.org/10.1080/13537903.2014.903664), 29(2), 249–266.

**Comment 1:**

**Quote/Paraphrase: “**Unlike denomination switching, deconversion occurs when individuals reject their beliefs, cease participation, and have no foreseeable plans to re-convert” (p. 250).

**Essential Element:** Student-selected Keyword Search Terms for Essay is the Essential Element.

**Additive/Variant Analysis:** This additive quote defines the statistic 80% of Christian students leaving their faith at some point while attending college. It also is a keyword search term that should be recognized in the Christian community.

**Contextualization:** Deconversion provides an interdisciplinary topic to research, as well as being a more impactful word versus “leaving” or “losing”. It is 2024, and the statistic is 80%! What year was it 25% or 65%? I was mortified to hear this statistic in 2023, which makes the chosen word used to identify this loss so important. Christians need to know the enormous Kingdom loss and address it quickly.

One such way is for the Christian community to consider my proposed Career Development Paradigm because it attempts to mitigate deconversion. The new Paradigm will equip teachers, churches, and families to focus on career development, strong foundational Christian belief systems, and growing disciples. Collectively, the next generation will learn about the fruit of the spirit in a new way they can internalize and in turn display themselves. Being prepared for college in this way will enable them to be stronger and more confident in God and their Kingdom assignment.

 **Comment 2:**

**Quote/Paraphrase:** “Lastly, and this is perhaps the most significant finding and contribution of my research, deconversion was eventually a liberating experience that evoked feelings of freedom, relief, and happiness” (p. 266).

**Essential Element:** Oral Defense of Scholarly Writing is the Essential Element.

**Additive/Variant Analysis:** This additive quote is interesting because

**Contextualization:** The Author’s results areinteresting because I can see college students away from home and their parents having these same feelings. The sample, however, did not focus on college students (i.e., age range 18 - 46).

This makes it difficult to infer any correlations to my research, but I would want to learn if there are similar feelings with college students and if this in of itself could be an underlying reason that students leave their faith. College fun and being away from parents could be one reason students are leaving their faith.

**Source Six (Jnl 2)** Garthe, N., & Hans, M. H. (2022/10//). Changes of profession, employer and work tasks in later working life: an empirical overview of staying and leaving. *[Ageing and Society](https://doi.org/10.1017/S0144686X21000088), 42*(10), 2393-2413.

**Comment 3:**

**Quote/Paraphrase:** “There is a range of obstacles to occupational changes in later working life such as reduced envisaged pension entitlements, risk of wage loss, fear of insufficient qualifications, work identity, age stereotypes, being in a safe employment position or high security needs” (p. 2394).

**Essential Element:** Developing Persuasive Argument is the Essential Element.

**Additive/Variant Analysis:** The new career development paradigm will include learning and planning for retirement. As such, this additive quote is important because it shows reasons that: older adults change jobs, have difficulty with employment later in life, and having a plan is imperative.

**Contextualization:** The federal government keeps raising the age we can legally work as it directly relates to social security. I know seniors that do not have a pension and struggle to survive on social security. Others, I know, have two pensions and social security. Schools do not teach this and many adults cannot teach this because they themselves do not have a plan.

 The proposed new career development paradigm will teach people about their options and how to make a plan. It will prepare the next generation that can’t rely on social security. This is also a way to create your best life! Having a plan will allow you to better evaluate opportunities that arise along the journey. It will also help students be more firmly rooted when they get to college so they do not become a statistic.

**Comment 4:**

**Quote/Paraphrase:** “The underlying main reasons for all voluntary and desired changes are… First, better working conditions…, better salary and occupational career. Second, … better working conditions and better salary… avoiding unemployment… and … to do something new is common.... Last, … avoiding unemployment is common …, only few …aimed to change profession to avoid unemployment” (p. 2405).

**Essential Element:** The Essential Element is Developing Persuasive Argument.

**Additive/Variant Analysis:**  The results of this study indicate several different reasons people change or don’t change jobs. This additive quote leads me to believe the study is secular based. However, considering that Christians tend to see work from a secular perspective, I do not believe the results would be different if we surveyed Christians and non-Christians. This quote supports the need for Christians to be taught the biblical perspective of work (i.e., the new Career Development Paradigm).

**Contextualization:** Implementation of the new Career Development Paradigm will change the trajectory of many Christians. God willing it will also bring more people to Christ. If the paradigm is successful, fewer Christians will or will want to change jobs for the reasons given in this study. The new paradigm covers one’s entire career from as far back as discovering what God designed you to do, through to the second half where retirees can search for their next gig serving the Kingdom.

The goal of the new Career Development Paradigm is that we see fewer people unhappy in their work because they choose the path after discovering their godly design. Another goal is that we see different reasons from those that do want to change jobs. Examples include: want to join a secular company to widen the work mission field, or I am retiring and want to seek a part time job that uses my spiritual and vocational giftings.

**Source Six (Jnl 3)** Wightman, S., Potts, G, and Beadle, R. (2023). *‘Who’s call?’ The conflict between tradition-based Expressivist Accounts of calling,* [Journal of Business Ethics](https://link.springer.com/article/10.1007/s10551-022-05067-4), (183) pp 947-962.

 **Comment 5:**

 **Quote/Paraphrase:** The definition of ‘work as a calling’ “subsumes the self into a community of disciplined practice and sound judgment whose activity has meaning and value in itself, not just in the output or profit that results from it” (p. 948).

**Essential Element:** Developing Persuasive Argument is the Essential Element.

**Additive/Variant Analysis:** This additive analysis explains that one’s work is a “calling”, IF the tasks involved are meaningful and valuable to the individual. It is not simply the pay or climbing the corporate ladder as they used to say. This is different from the traditional use of “calling”, which was typically used to reference priests and clergy “called” to serve God.

 **Contextualization:** This is significant because I believe everyone has a calling, however, most people have not discovered what that is. This definition needs to be taught by church career ministries, and to anyone looking for work that will be both meaningful and valuable. “Calling” is no longer used just for religious careers. It has become a mainstream term because so many people are searching for purpose.

By not teaching this in church, we have missed the opportunity to equip others to use their vocational calling for the Kingdom. Similarly, not teaching the flock how to disciple, we are missing a huge opportunity to share Christ at the office. This is what makes this time in history such a great opportunity for churches to plant career ministries, to reverse the deconversion that is happening on college campuses, and to reach the lost.

**Comment 6:**

 **Quote/Paraphrase:** Such a definition is distinguished from “work as a job,” whereby work merely becomes “a way of making money and making a living,” as well as “work as a career” whereby “work traces one’s progress through life by achievement and advancement in an occupation” (p 948).

 **Essential Element:** Developing Persuasive Argument is the Essential Element.

 **Additive/Variant Analysis:** This additive quote supports the secular definition of work, which Christians tend to adopt. Rarely do we see Christians talk of their passion for their job or that their job is a way to praise God. I believe it is because we do not teach our children how to “see” work. For example, I prayed with my children that they find what God calls them to do, but rarely did I have them read Colossians 3:23–24 which states “Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward”. Why didn’t I?

 **Contextualization:** By not being more diligent with my own children, they do not think about scripture the way they should. They do not apply it to their lives the way they should. They do not read Colossians 3:23–24 and think to work for God. Like most in society, Christians and non, people think of work as the way to make money. Even worse are those that do all they can to avoid work. I even saw that the Government is considering legislation for a 4 day work week, which contradicts God's mandate - 6 days of work and 1 day of rest.

 Legislation is such an extreme. People can find jobs and companies can set up alternate schedules. However, in my opinion this is a political move to get votes. People want the easy way out. Look at those on government assistance. I know someone who is a good worker and should change jobs so he can earn more to get off section 8 housing vouchers. Sadly, he doesn’t want to lose this subsidy, so he works for under the table pay and is not treated right by his current employer because that employer knows his “secret”. The end result is this man works harder because the employer knows he can take advantage of my friend. Sorry, I got off topic. The bottom line is that these things are happening because people do not follow God’s edic for work.

**Source Six (Jnl 4)** Smith, M. J. (2024). *Equipping Disciple-Makers in the Local Church in Biblically Based Professional Coaching Competencies* (Doctoral Dissertation). [Assemblies Of God Theological Seminary](https://www.proquest.com/docview/2894256579/25B5BABC993C4FC0PQ/1?accountid=40162&sourcetype=Dissertations%20&%20Theses). (2894256579).

**Comment 7:**

**Quote/Paraphrase: “**Moreover, the misfit between the former jobs and the workers is reflected by the most frequently reported main reason for changing: *better working conditions”* .

 **Essential Element:** Student-selected Keyword Search Terms for Essay is the Essential Element.

**Additive/Variant Analysis:** This additive quote is both a description and an example of the term discipleship. It provides a better understanding of how Christians are to disciple others.

**Contextualization:** Discipleship is a term that is not always explained to young Christians. Nor is it taught to the congregation. This omission has had a detrimental impact on today’s Christian, many of whom see their duty is to go to church and to be good people. The majority of Christians see the role of discipleship for those “called” by God to be priests, clergy or some other staff assignment in the church.

While churches use Sunday sermons to “teach” lessons from the bible, few sermons focus on “discipleship” and the use of one’s workplace as a mission field to disciple. Imagine how much more impactful Christians would see their walk with God if they were “trained” as disciples. Christian life would look very different. Attend church on Sunday to learn a lesson. Go to work Monday through Friday to share that lesson with the unchurched or Christians struggling with a challenge.

**Comment 8:**

**Quote/Paraphrase: “**Jesus demonstrated a coaching approach in the spiritual formation of His disciples. Jesus spiritually formed followers using many tools such as teaching, prayer, stories, miracles, correction, and His own example” (p44).

**Essential Element:** Persuasive Writing Techniques is the Essential Element.

**Additive/Variant Analysis:** This quote uses Jesus and scripture to demonstrate that discipleship is teaching, preaching, stories, inquiry, and challenge as stated in Quote 8. The bible is filled with examples of Jesus discipling.

**Contextualization:** Without an understanding of how discipleship works we cannot be effective disciples for Christ. The consequence of not knowing one’s calling for work leads Christians to view their job in the same way that non-Christians do, which is as a way to make money and climb the corporate ladder.

Using a new Career Paradigm to help Christians discover their vocational calling and to equip them to disciple others at work shifts making money & ladder climbing to value and meaning. It also gives them a deeper purpose that they will compare to the parables in the bible, the same parables they’ll use to teach and preach.

**Source Five (Book 1)** Johnson, C.N. (2022). *Business as mission in a nutshell - All the basics: The essential road map for Christian Entrepreneurs*.

**Comment 9:**

**Quote/Paraphrase:** “Experience has shown that anything less than a team approach and an intentional planning process… can easily result in what is called, “Mission Drift”(p. 141).

**Essential Element:** The Essential Element isDeveloping Persuasive Argument.

**Additive/Variant Analysis:** This additive quote supports the need for support services to reduce Mission Drift. The Career Development Paradigm will help reduce Mission Drift and will ensure that Christians (i.e, missionaries, business people, students, and retirees) pursue jobs that God has uniquely designed them for.

**Contextualization:** Mission Drift occurs both with missionaries and BAMers. There are many roles people play in business and missions that they fill as part of the job. However, if they are not in the right role then missional drift is likely to happen.

 The Career Development Paradigm can reduce mission drift by placing people in the right job to avoid mission drift. Increasing right placement can help minimize burnout resulting in completed assignments and better mission outcomes.

**Comment 10:**

**Quote/Paraphrase:** “An unhappy, overworked, burned-out BAMer, or an unhappy spouse and/or children almost inevitably leads to attrition from the mission field… One of the best ways to avoid this is to require a balance between the business and/or mission and the family” (p. 141).

**Essential Element:** The Essential Element is Developing Persuasive Argument.

**Additive/Variant Analysis:** The quote supports the need for supportive services for BAMers and missionaries. This includes incorporating a career development paradigm before BAMers and missionaries go out into the field.

**Contextualization:** Business owners and missionaries pull double duty in the mission field. They work, evangelize, and have families. It is a lot and can cause problems for the individual, business/organization, and family.

 Dr. Johnson recommends having a set schedule and boundaries as one way to minimize missional drift. Together with better job placement at the beginning of their career could reduce marriage losses and family issues.

**Works Cited**

Dik, B. J. (2023). Understanding Work as a Calling: Contributions from Psychological Science. *[Christian Scholar's Review](https://www.proquest.com/scholarly-journals/understanding-work-as-calling-contributions/docview/2860384416/se-2), 52*(4), 29-50.

Fazzino, L. L. (2014). Leaving the church behind: Applying a deconversion perspective to evangelical exit narratives. [Journal of Contemporary Religion](https://doi.org/10.1080/13537903.2014.903664), 29(2), 249–266.

Garthe, N., & Hans, M. H. (2022). Changes of profession, employer and work tasks in later working life: an empirical overview of staying and leaving. *[Aging and Society](https://www.proquest.com/docview/2715719479/3FC5DC561A594787PQ/15?accountid=40162&sourcetype=Scholarly%20Journals), 42*(10), 2393-2413.

Goetz, M., Jones-Bitton, A., Hewson, J., Khosa, D., Pearl, D., Bakker, D., Lyons, S., Conlon, P., (2020), An Examination of Myers-Briggs Type Indicator Personality, Gender, and Career Interests of Ontario Veterinary College Students, [Journal of Veterinary Medical Education](https://doi.org/10.3138/jvme.0418-044r), (4), pp. 430-444.

Humphrey, R.A. (2011). *History of the Integration of Religion and Society Supplemental Study Guide*. [OMEGA Graduate School](https://drive.google.com/drive/folders/1JoOM6SEbQoAKgtSvmmQ1eaWw3JnTnsfV).

Ioan, A. (2023). "Working hard or hardly working?" The moral career of young employees.

 *[Journal of Comparative Research in Anthropology and Sociology](https://www.proquest.com/scholarly-journals/working-hard-hardly-moral-career-young-employees/docview/2957492382/se-2), 14*(2), 1-19.

Johnson, C.N., (2022). *Business As Mission, In A Nutshell - All the Basics: The Essential Road*

 *Map for Christian Entrepreneurs.* Colorado: Roadrunner Press

Lu**,** J., Swaab, R., Galinsky, A.[House](https://pubsonline.informs.org/action/doSearch?text1=House%2C+Robert+J&field1=Contrib), R.J. & [Arthur](https://pubsonline.informs.org/action/doSearch?text1=Arthur%2C+Michael+B&field1=Contrib), [M.B.](https://pubsonline.informs.org/action/doSearch?text1=Arthur%2C+Michael+B&field1=Contrib) (2021). Global Leaders for

Global Teams: Leaders with Multicultural Experiences Communicate and Lead

More Effectively, Especially in Multinational Teams. *Organization Science.*

33(4). 1554-1573.

Mohammad, A. K., Negreiros, J., Katheeri, H. A., Khan, S., & Almutairi, S. (2023).

Understanding Influencers of College Major Decision: The UAE Case. *[Education Sciences](https://doi.org/10.3390/educsci13010039), 13*(1), 39.

Smith, M. J. (2024). *Equipping Disciple-Makers in the Local Church in Biblically Based*

*Professional Coaching Competencies* (Doctoral Dissertation). [Assemblies Of God Theological Seminary](https://www.proquest.com/docview/2894256579/25B5BABC993C4FC0PQ/1?accountid=40162&sourcetype=Dissertations%20&%20Theses). (2894256579).

Van der Aar, L., Peters, S., Becht, A., & Crone, E.  (2022). Better self-concept, better future choices? Behavioral and neural changes after a naturalistic self-concept training program for adolescents. *Cognitive, Affective and Behavioral Neuroscience*; New York 22 (2), 341-361.

Wightman, S., Potts, G., & Beadle, R. (2023). ‘Whose Call?’ The Conflict Between

Tradition-Based and Expressivist Accounts of Calling: JBE. *[Journal of Business Ethics](https://doi.org/10.1007/s10551-022-05067-4), 183*(4), 947-962.