

Leaders Value Relationships

DR. DAN REILAND

Leadership is the art that changes the world. Jesus is the reason the world changes for the good, and the Holy Spirit is the power we need to lead according to God's will and not our own. With all this as wind beneath our wings, the prime ingredient that makes it all work is an ability to work with people.

If it weren't for people, leadership would be easy.

The success of our relationships is based largely on what we as leaders value as we relate to people.

I. Godly leaders value _____ over _____

To be trusted is a greater compliment than to be loved.

George MacDonald

Want of trust is at the root of almost all our sins and all our weaknesses.

J. Hudson Taylor

Jesus has warned us about not misusing our power.

Power is not evil.

It becomes either good or evil in the hands of the person wielding it — the leader.

Jesus had power, more than anyone who has ever lived. But he always used it appropriately and according to his Father's will, not his own agenda.

*Jesus called them together and said, "You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. - **Mark 10:42-44***

The issue of power is therefore defined by motive.

A. Trustworthiness is the foundation of trust.

It is based on 2 keys:

1. _____ (who you are as a person)
2. _____ (what you can do)

B. Trust is the emotional _____ of a relationship.

C. Enhancing trust:

- 1. _____
- 2. _____
- 3. _____ exchange

II. Godly leaders value _____ over _____

Grace is truly a gift of God, we have all received it and are wise to give it in liberal doses.

Pursuing Grace

- A. Do not _____, but believe the best.
- B. Keep their best interest your highest agenda.
- C. _____ quickly and thoroughly.

Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you.

-Colossians 3:13

Be kind and compassionate to one another, forgiving each other, just as Christ in God forgave you.

-Ephesians 4:32

Signs that forgiveness has taken place:

- 1. Your heart is clear, and you no longer _____ on the matter.
- 2. You do not confront the person with the _____ issue again.
- 3. You do not talk with _____ about the situation.

III. Godly leaders value _____ over _____

*No person was ever honored for what he received.
Honor has been the reward for what he gave.*

Calvin Coolidge

Giving is a part of life and should start whenever our financial life starts. One must not wait until he makes big money to start giving. Few men who wait to give ever really give. Giving is part of building a whole life. My dear friend Maxey Jarman had given millions of dollars to Christian causes. In the latter part of his business life he had some reverses. During this temporary period I asked him if he ever thought about the many millions he had given away, now that he was not as wealthy. He replied, “Of course I have, but remember I never lost a dollar of money I gave. I only lost what I kept.”

Fred Smith

From You and Your Network

You know we never used flattery, nor did we put on a mask to cover up greed — God is our witness.

I Thessalonians 2:5

- A.** Two sides of _____.

 - 1. Always wanting more.
 - 2. Unwilling to share what you have.

- B.** Cultivating a _____ spirit.

 - 1. Take inventory of all that you have.
 - 2. Practice giving gifts without a reason.

IV. Godly leaders value _____ over _____

- A.** Don’t take your self too seriously.
- B.** Know the difference between _____ and being intense.
- C.** People need and want to _____.

V. Godly leaders value _____ over _____

- A. Leaders don't _____ for people to approach them.
- B. Leaders make the first move to mend a _____ relationship.
- C. Leaders will move on from a relationship with someone who _____ to engage.

VI. Godly leaders value _____ over _____

Spiritual leaders invest their efforts as a catalyst for life change.

*Even if you are on the right track,
you'll get run over if you just sit there.*

Will Rogers

Why is change so difficult?

- A. Approach people on an intentional platform.
 - Followers "hang out" looking for good _____
 - Leaders "dig in" looking for good _____
- B. Becoming a "change-agent."
 1. _____ the people you serve.
 2. Talk to _____ about what He wants for the person's life.
 3. Take the first step for each person to grow to the "next level."

VII. Godly leaders value _____ over _____

But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly about my weaknesses, so that Christ's power may rest on me.

II Corinthians 12:9

- A.** When we hide our real selves from people, we short-circuit the fullness of relationships.
 - 1. You _____ protecting the real you or trying to be someone else.
 - 2. You _____ your own leadership potential.
 - 3. No _____, deep relationship can be developed.
- B.** Remember that people like you _____ when you are yourself.

VIII. Godly leaders value _____ over _____

People don't care how much you know until they know how much you care.

John Maxwell

- A.** You must _____ in the people you lead.
- B.** Invest heartfelt encouragement in the people for whom you are responsible.
 - 1. _____ enough to notice their needs.
 - 2. Pray for them.
 - 3. Write short notes to lift their heart and give positive direction.
 - 4. Always encourage with a _____ heart.

Be a People Person

JOHN MAXWELL

Chapter 1 — What draws me to people?

(Understanding the qualities you enjoy in others)

1. Matthew 7:12 is popularly known as the Golden Rule.

Ask your wife to write in her own words how well you live this “rule” around your own home. Honesty is important!

A. Of the following five qualities, which one do you appreciate receiving from others most?

- *Encouragement*
- *Appreciation*
- *Forgiveness*
- *Listening*
- *Understanding*
- *Other* _____

B. Which one do you give to others the best?

- *Encouragement*
- *Appreciation*
- *Forgiveness*
- *Listening*
- *Understanding*
- *Other* _____

C. Which one do you most need to improve?

- *Encouragement*
- *Appreciation*
- *Forgiveness*
- *Listening*
- *Understanding*
- *Other* _____

2. What is the role and significance of trust in a relationship?

3. How do you know you are called to lead?

4. Are you committed to giving more than you receive in your primary relationships?
How do you sustain being a “giver” over the long haul?

Chapter 5 — Motivating people for their benefit

(Developing the art of drawing out the best in people)

1. How do you know when you are leading according to your agenda, or for the benefit of others? (This is often a fine line.)

2. Of the seven principles listed in the chapter regarding motivation, which do you believe is the most important, and why?
 - *Know what you are trying to accomplish*
 - *Put yourself in the other person's shoes*
 - *Expose the problems immediately*
 - *Be prepared to take a risk*
 - *Appeal to the higher vision*
 - *Know when to stop*
 - *Cover the topic with enthusiasm*

Describe why...

Chapter 6 — How to be a person that people respect

(Understanding the value of your character and competence)

1. We know that the higher you rise in leadership, the fewer options you have. Why is this true, and why does it matter?

2. Briefly answer each of the following questions:
Are you a leader others can trust? Why should others respect you? The following questions will give you good insight to your trustworthiness and ability for others to respect you.
 - a) Is your personal walk with God current and vibrant?

 - b) Are you keeping your priorities straight?

 - c) Are you asking yourself the tough questions?

 - d) Who are you accountable to?

 - e) Are you sensitive to what God is saying in the body of Christ?

 - f) Are you overly concerned with your own image building?

 - g) Do you tend to be a loner in your Christian service?

 - h) What are your major relationship weaknesses, if any? Any weakness that would affect the quality of your relationships with others and your level of influence as a leader.

Chapter 7 — You can be an Encourager

(Using your skills to inspire others to excellence)

1. Do people tend to migrate toward you in a public setting? Explain.
(People simply enjoy your presence and therefore desire to be around you.)
2. Are you genuinely sincere when you encourage others?
How do you maintain a high level of consistency in your sincerity?
3. Give the names of five people you encouraged this week.
Describe how you encouraged one or two of them.
4. What role does prayer have in encouragement?

Chapter 8 — Loving difficult people

(Understanding and helping difficult personalities)

1. What is the significance of self-perspective when it comes to dealing with difficult people?
2. Consider your own personality; are you difficult to get along with? Explain.

1	2	3	4	5	6	7	8
I'm Easy				I'm a Pain			
3. What one thing is most helpful to you in successfully dealing with difficult people?
Why?

Chapter 9 — How to be a person who can handle criticism

(Learning to use confrontation as an opportunity to grow)

- 1. Review the ten tips for taking criticism:

Which 2 are you strong in, and which 1 do you need to improve?

Strong

Needs Improvement

- 1.
- 2.

- 1.

Chapter 10 — Being a person people trust

(Building integrity into your relationships)

- 1. Are you the same person in public as you are when no one is looking?

1 2 3 4 5 6 7 8

Not Usually

Always

If you did not circle 8, describe briefly why.

- 2. When you say you will do something, can people count on you to do it, and in a timely fashion?

1 2 3 4 5 6 7 8

Not Usually

Always

- 3. If a leader breaks trust with a person, can he repair and rebuild it? How?

- 4. Why is it important for you to be yourself with others?

Bonus Section!

From Safe People by Dr. Henry Cloud and Dr. John Townsend

Most *unsafe people* fall into three categories

Abandoners — people who can start a relationship, but who can't finish it. They begin with statements about companionship and commitment, but they leave us when we need them the most.

Critics — people who take a parental role with everyone they know. They are judgmental, speak the truth without love, and have little room for grace or forgiveness.

Irresponsible — people who don't take care of themselves or others. They have problems with delaying gratification, they don't consider the consequences of their actions and they don't follow through on commitments. They are like grown up children.

The primary characteristics of *safe people* are

The best example of a safe person is found in Jesus. In Him are found three qualities of a safe person: dwelling, grace and truth.

Dwelling — refers to someone's ability to connect with us. Jesus became present as a man, in the flesh. Safe people are able to dwell with us in the flesh. They are able to connect in a way that we know they are truly present with us at a heart level.

Grace — unmerited favor means that someone is on our side; that they are "for us." Grace implies unconditional love and acceptance with no condemnation (Romans 8:1, Ephesians 4:23). Grace says you are accepted just like you are.

Truth — implies many things, but in relationships, it implies honesty, being real with one another and living out the truth of God. True safe relationships are ones where we can speak the truth in love to one another, confronting each other as needed, with the goal of building each other up and maturing in our faith.

So, where do you stand? Are you a safe person?

The Four Basic Personality Temperaments

Understanding them will help you understand people and lead them more effectively.

Temperament	SANGUINE	CHOLERIC	PHLEGMATIC	MELANCHOLY
Desire:	Fun	Control	Peace	Perfection
Needs:	Appreciate- cuteness Attention Accepted	Obedience Appreciate- accomplishments	Peace/ Self-worth	Affirm/approve Sensitivity Understanding / deep
Depression:	Not have fun	Not in control	Conflict Confrontation	Not perfect
Counseling:	Simple/clear	Challenge	Motivate	Realistic
Spiritual Struggle:	Discipline/ Depth	Sovereignty of God/ control	Self-worth	Joy
Child rearing:	Strengths Affirm (-) criticism	Area/control	Motivation Find interest	Lighten up (too serious)
Mature:	Discipline	Gentleness	Motivation	Joy

My Leadership Relationships

Date: _____

MODELS

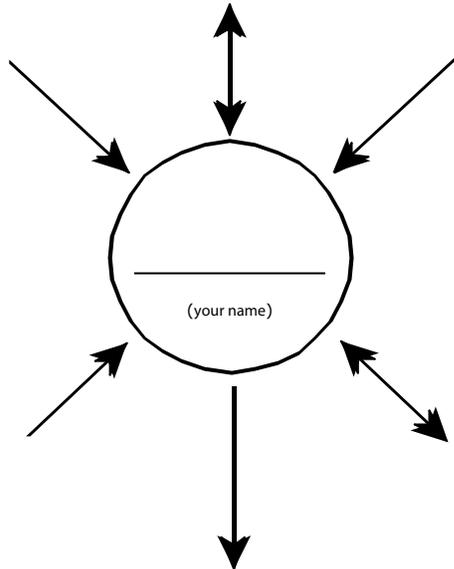
(People who live the way you'd like to live)

INNER CIRCLE

(Those closest to you)

HEROES

(People who you look up to and admire)



MENTORS

(People who coach you)

LEGACY

(Those you invest yourself into)

PEERS

(Fellow travelers with you)

Basic People Skills Evaluation

1. Rate your skill as a listener.

1 2 3 4 5 6 7 8

Tuned Out

Caring and Focused

2. I work hard to make the other person feel important.

1 2 3 4 5 6 7 8

Not Often

Always

3. I talk less about myself than I do about the person I'm with.

1 2 3 4 5 6 7 8

Talk about Self

Talk about Them

4. I avoid gossip like the plague.

1 2 3 4 5 6 7 8

Not Often

Always

5. I am good at remembering people's names.

1 2 3 4 5 6 7 8

Poor

Excellent

6. I think the best of others and give people the benefit of the doubt.

1 2 3 4 5 6 7 8

Not Often

Always

7. I make friends with people easily.

1 2 3 4 5 6 7 8

Not Often

Always