



# One Anotherhood:

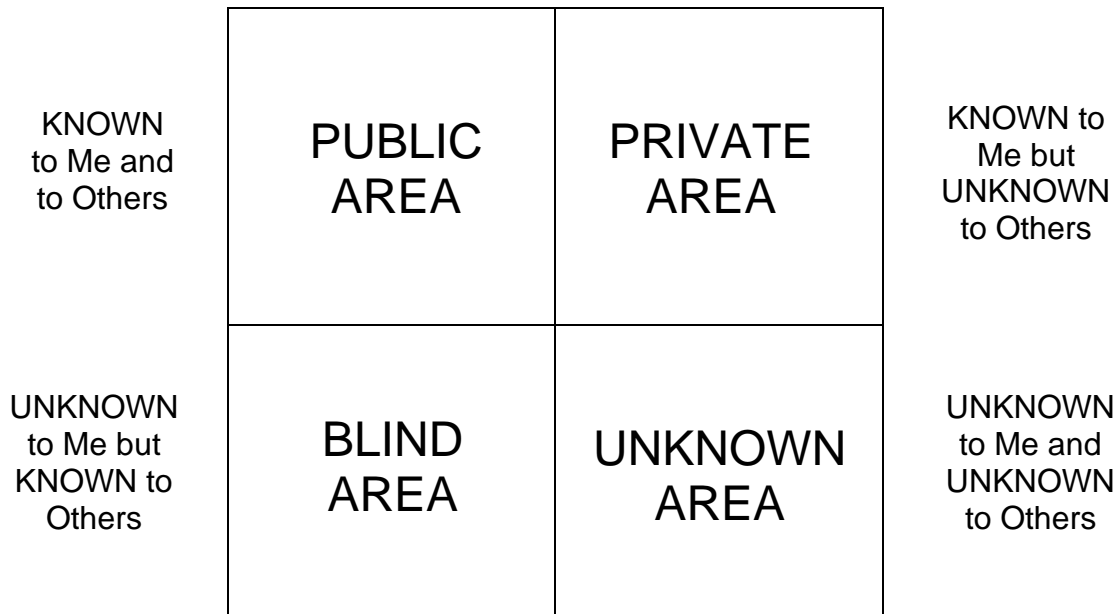
## Two Sides of the Coin

Dr. Dave Currie

### Skills of a Great Accountability Partner & Friend

- A. **Sacred Encouragement:** Encouraging One Another: Building Confidence. Giving & receiving it and how to build confidence in another person.
- B. **Sacred Confrontation:** Confronting One Another: Building Character. Giving & Receiving it and how to build character into another person.

### Grasp the Johari Widow to Improve your Self-Awareness & Growth:



(Source: Joseph Luft and Harrington Ingham, 1955)

1. **REVELATION:** Are you willing to volunteer your hurts, insecurities and fears?
2. **RECEPTIVITY:** Are you will to listen to the observations/evaluations of others?

## **A. CONFRONTATION IS GOD'S PLAN FOR THE ONE ANOTHERS IN YOUR WORLD**

### **Matthew 5:23,24**

<sup>23</sup>"Therefore, if you are offering your gift at the altar and there remember that your brother has something against you,<sup>24</sup>leave your gift there in front of the altar. First go and be reconciled to your brother; then come and offer your gift.

### **Matthew 7:1-5**

"Do not judge, or you too will be judged. <sup>2</sup>For in the same way you judge others, you will be judged, and with the measure you use, it will be measured to you. <sup>3</sup>"Why do you look at the speck of sawdust in your brother's eye and pay no attention to the plank in your own eye? <sup>4</sup>How can you say to your brother, 'Let me take the speck out of your eye,' when all the time there is a plank in your own eye? <sup>5</sup>You hypocrite, first take the plank out of your own eye, and then you will see clearly to remove the speck from your brother's eye.

### **Matthew 18:15**

"If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over.

### **Galatians 6:1-2**

Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted. <sup>2</sup>Carry each other's burdens, and in this way you will fulfill the law of Christ.

### **Eph. 4:25**

Therefore each of you must put off falsehood and speak truthfully to his neighbor, for we are all members of one body.

### **James 4:11-12**

Brothers, do not slander one another. Anyone who speaks against his brother or judges him speaks against the law and judges it. <sup>12</sup>There is only one Lawgiver and Judge, the one who is able to save and destroy. But you--who are you to judge your neighbor?

### **James 5:16**

Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective.

### **Other Scripture:**

## **B. THE SPECIFICS OF BRINGING CONFRONTATION**

1. Be sure your criticism is meant to be constructive: You confront in the spirit of love – you confront to build them up. Your goal is to maintain or deepen a friendship not lose one.
2. Determine if you are the best person to bring the confrontation. Usually, the closer the relationship, the more listening the ear. Friendship earns the trust to say the hard things. Leadership responsibility often requires you to say something.
3. Use the CIA Approach when Confronting:
  - i. CONTENT- Make sure you have the story straight.
  - ii. INTENT- Make sure you have your motives right.
  - iii. APPRAOCH- Make sure you have your timing good.
4. Confront in a spirit of meekness- this is humility and gentleness combined. If you have an “edge” or an attitude, don’t bother opening your mouth. It isn’t of God. Go into it arms open - vulnerable - not fists up! Your emotions need to be in check!
5. Criticize with care, being sensitive to their needs. Be sure you are empathizing with them on the situation. Note their frame of reference and monitor their disposition. Are they ready for the criticism?
6. Criticize in small amounts without stock piling. Be current and specific in attempt to be helpful. It can be hard to determine what to let go of and what to confront.
7. Confront in person. Never try to explain your concerns in an email. Always express any negative comments face-to-face. Your tone, your heart and your intent can be best read in person. Never confront with an unsigned note!
8. Try to convey the feeling that you are working with them and on their side. You want to “get alongside to help”. Imply that you are joining them in the needed changes.
9. Try to say things to keep them from becoming defensive. The need for self-preservation usually closes the doors for growth. Question when criticizing, don’t pronounce judgment. Use “I” statements. Avoid “you” statements.
10. Confront them on the issue tentatively. Bring your criticism in successive approximations as well as successful ones. Constructive criticism is always in the form of opinions, not judgments.
11. Only criticize those things that they can change, so that your comments can potentially be constructive.
12. Seek their reaction to the comments you have given. Clarify that they understand both your content and your spirit. Discuss when you will check back with them.

**C. REGARDING CONFRONTING SOMEONE, THREE THINGS I WANT TO DO ARE:**

- 1.
- 2.
- 3.

**D. POWERFUL WISDOM ABOUT RECEIVING CRITICISM  
A Medley of Truth from Proverbs**

Proverbs 9:7-9

- <sup>7</sup> "Whoever corrects a mocker invites insult;  
whoever rebukes a wicked man incurs abuse.  
<sup>8</sup> Do not rebuke a mocker or he will hate you;  
rebuke a wise man and he will love you.  
<sup>9</sup> Instruct a wise man and he will be wiser still;  
teach a righteous man and he will add to his learning.

Proverbs 10:8

- <sup>8</sup> The wise in heart accept commands,  
but a chattering fool comes to ruin.

Proverbs 10:17

- <sup>17</sup> He who heeds discipline shows the way to life,  
but whoever ignores correction leads others astray.

Proverbs 12:1

- <sup>1</sup> Whoever loves discipline loves knowledge,  
but he who hates correction is stupid.

Proverbs 12:15

- <sup>15</sup> The way of a fool seems right to him,  
but a wise man listens to advice.

Proverbs 13:1

- <sup>1</sup> A wise son heeds his father's instruction,  
but a mocker does not listen to rebuke.

Proverbs 13:10

- <sup>10</sup> Pride only breeds quarrels,  
but wisdom is found in those who take advice.

Proverbs 13:13

- <sup>13</sup> He who scorns instruction will pay for it,  
but he who respects a command is rewarded.

Proverbs 13:18

<sup>18</sup> He who ignores discipline comes to poverty and shame,  
but whoever heeds correction is honored

Proverbs 15:5

<sup>5</sup> A fool spurns his father's discipline,  
but whoever heeds correction shows prudence.

Proverbs 15:10

<sup>10</sup> Stern discipline awaits him who leaves the path;  
he who hates correction will die.

Proverbs 15:12

<sup>12</sup> A mocker resents correction;  
he will not consult the wise.

Proverbs 15:31, 32

<sup>31</sup> He who listens to a life-giving rebuke  
will be at home among the wise.

<sup>32</sup> He who ignores discipline despises himself,  
but whoever heeds correction gains understanding.

Proverbs 16:20

<sup>20</sup> Whoever gives heed to instruction prospers,  
and blessed is he who trusts in the LORD.

Proverbs 17:10

<sup>10</sup> A rebuke impresses a man of discernment  
more than a hundred lashes a fool.

Proverbs 19:20, 21

<sup>20</sup> Listen to advice and accept instruction,  
and in the end you will be wise.

<sup>21</sup> Many are the plans in a man's heart,  
but it is the LORD's purpose that prevails.

Proverbs 25:12

<sup>12</sup> Like an earring of gold or an ornament of fine gold  
is a wise man's rebuke to a listening ear.

Proverbs 27:17

<sup>17</sup> As iron sharpens iron,  
so one man sharpens another.

Proverbs 29:1

<sup>1</sup> A man who remains stiff-necked after many rebukes  
will suddenly be destroyed—without remedy.

## **E. THE SPECIFICS OF RECEIVING CONFRONTATION**

1. Be open to change. God will use people many times in your life to point out your weaknesses and expose needed change. Iron is designed to sharpen iron.
2. Assume that the person's motives are pure and that they are trying to be helpful. You do yourself no good to shoot the messenger. Remember: the more confident you are or the more senior your position, the greater courage it takes for them to confront you.
3. Hear them out; let them finish! Don't shut your mind off and let your reactive feelings take over. Humbly listen! Avoid being defensive. Squelch the need to justify yourself. Ask yourself "why am I being defensive?" Trust yourself to the one who judges justly.
4. Ask them to clarify their comments if you don't understand. Be gracious and admit your limits and weaknesses. Jot down their evaluations and comments.
5. Think about *all* they have said. Look for the truth in what is being expressed. God may be using them to expose your blind spots. Ask them for their support and suggestions.
6. Separate the viewpoint expressed from the person. You want to be able to freely disagree with the viewpoint if needed without taking exception to the person. This is hard to do. Often any explanation or clarification of the story will sound defensive.
7. Be honest about how you feel about their criticism. Commit that you will think through what they said. Fight the need to get back to them with changes unless warranted. Avoid being pseudo-gracious, feigning acceptance of the criticism when inside you are steaming.
8. If you know you are hurting, put off your response. Get back to them if needed! Realize that a negative response on your part may flow out of your present state but it also may even indicate that some truth exists in the criticism being given.
9. Thank them for what you can; courage to come, spirit of the confrontation, sensing they want you best.
10. Learn from the concerns expressed even if it came from a negative source in a negative way. Work on the changes that would be good. Take them to God in prayer asking the Holy Spirit to reveal what you truly need to address. Disregard and bury that content that really doesn't apply. Ask God for the grace to let it go.

## **F. TO BETTER RECEIVE CONFRONTATION, THREE THINGS I WANT TO DO ARE:**

- 1.
- 2.
- 3.