

THE LEADER'S RELATIONSHIPS

(HOW TO ENCOURAGE AND GET ALONG WITH PEOPLE)



12 Trade Secrets To:

- ◆ Building Trust
- ◆ Building Loyalty
- ◆ Building People

***“Be of one mind, live in peace, and the God of love and peace shall be with you.”
(II Corinthians 13:11)***

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12 Non-Negotiables In Getting Along With People

Introduction

"And the servant of the Lord **must not strive**, but be gentle unto all men, apt to teach, patient."
(II Timothy 2:24)

"It is an honor for a man to **cease from strife**, but every fool will be meddling." (Proverbs 20:3)

"Be of one mind, **live in peace**, and the God of love and peace shall be with you."
(II Corinthians 13:11)

"..God has called us **to peace**." (I Corinthians 7:15)

"Have salt in yourselves and have **peace one with another**." (Mark 9:50)

"As much as lieth in you, **live peaceably** with all men." (Romans 12:18)

"And **be at peace** among yourselves." (I Thessalonians 5:13)

"Seek peace and pursue it." (Psalm 34:14)

"The beginning of strife is as when one lets out water; therefore **leave off contention**, before it be meddled with." (Proverbs 17:14)

It's a fact of life:

"Before you can speak into someone's life, you must convince them you are their friend."
(Abraham Lincoln)

If someone likes you, they will listen to you; if they do not like you, they will sabotage the very good you are doing." (John Maxwell)

"If you can't get along with people, it is the kiss of death, because people are all we have to work with." (Lee Iacocca)

Remember:

1. People will not **go** along with you if they can't **get** along with you!
2. Leaders must touch the **heart** before they can ask for a **hand**!

Fact: The Kingdom of God is a kingdom of relationships.

Fact: To a large degree, our effectiveness in ministry will be determined by how well we get along with people.

Question: How is it possible to get along with people?

Question: How can we disagree without becoming disagreeable?

Question: What causes the breakdown between the hearts of two people?

Question: Why do some people need an "attitude adjustment"?

Question: What is the greatest form of motivation?

Question: Why is there great power in encouragement?

Question: What are the causes (and cures) of any angry spirit?

12 Trade Secrets to Getting Along With People

I. **Openly Express Your Love To Others**

"I thank my God upon every remembrance of you." (Philippians 1:3)

"I thank my God always on your behalf." (I Corinthians 1:4)

"We give thanks to God and the Father of our Lord Jesus Christ, praying always for you." (Colossians 1:3)

"We give thanks to God always for you all, making mention of you in our prayers." (I Thessalonians 1:2)

"I thank God whom I serve for you, and I greatly desire to see you." (II Timothy 1:3-4)

In Other Words:

- ◆ Tell people how you appreciate them.
- ◆ Refuse to withdraw for fear of being hurt.
- ◆ A leader's love from a sincere heart is the key ingredient to building a solid team.

Two Key Thoughts:

1. Giving never empties the purse and loving never empties the heart.
2. Your spirit of passion and compassion is more caught than taught. (Love your people.)

II. **Keep Confidences Entrusted to You**

"A talebearer reveals secrets, but he that is of a faithful spirit conceals the matter." (Proverbs 11:13)

"He that repeats a matter separates close friends." (Proverbs 17:9)

"When arguing with your neighbor, don't betray another person's secret." (Proverbs 25:9)

In Other Words

- ◆ Be on guard of the chit-chat gossip trap.
- ◆ If you violate confidences people won't trust you.
- ◆ You can tell more about a person by what they say about others than by what others say about them.

Key Thought:

Remember: A dog that will bring a bone will carry a bone. (One who brings you a story will take one with them, watch what you say!)

III. Listen to Your Critics (Wise Counsel)

“In the multitude of counselors there is safety.” (Proverbs 28:6)

“He that refuses instruction despises his own soul.” (Proverbs 15:32)

“Whoever learns from correction is wise.” (Proverbs 15:5)

“Open rebuke is better than secret love.” (Proverbs 27:5)

“He who hates correction is stupid.” (Proverbs 12:1)

In Other Words:

- ◆ Stay approachable, accountable and open to suggestions.
- ◆ Avoid tunnel vision (thinking that your way is the only way).
- ◆ Refuse statements like “It’s my way or the highway.”
- ◆ Submit yourself to rightly ordained delegated authority.

Five Key Thoughts:

1. Instead of bending other people out of shape, bend a little yourself.
2. Some people love law and order (as long as they can lay down the law and give all the orders).
3. Be bold enough to be obedient, but humble enough to be corrected.
4. Take the low road (lie low to the ground and you won’t have far to fall).
5. Tears are good (leaking heads don’t swell).

IV. Never Strike the Second Blow

“Say not, I will do so to him as he has done to me; I will render to the man according to his work.” (Proverbs 24:29)

“Do not say, “I’ll pay you back for this wrong!” Wait for the LORD, and he will avenge you.” (Proverbs 20:22)

“Why not just accept the injustice and leave it at that?” (I Corinthians 6:7)

“Of course, you get no credit for being patient if you are beaten for doing wrong. But if you suffer for doing good and endure it patiently, God is pleased with you.” (I Peter 2:20)

“He that is slow to anger appeases strife.” (Proverbs 15:18)

“Recompense to no man evil for evil.” (Romans 12:17)

In Other Words

- ◆ If you attack your opposition you create more opposition.
- ◆ Keep your sword down and refuse to cut off the ears (that Jesus wants to heal).
- ◆ Give people what they need, not what they deserve.

- ◆ Always let other people save face; if you win, somebody else has to lose.

Two Key Thoughts

1. Never skin the goat and bypass a church full of hungry sheep!
2. Here are four good reasons to be gentle and patient with people:
 - ◆ When a candle is newly lighted and needs to be moved, it must be carried at a slow pace or it will be extinguished.
 - ◆ A fire which is almost expiring may be revived by a gentle breath, but will be blown out if the bellows are plied full force.
 - ◆ A little plant can be drowned by watering it too much.
 - ◆ You can destroy a lovely flower by exposing it to too much sun.

V. Do Not Allow Frustration to Dictate Your Actions

“He that hath no rule over his own spirit is like a city that is broken down, and without walls.” (Proverbs 25:28)

“He that is slow to wrath is of great understanding, but he that is hasty of spirit exalts folly.” (Proverbs 14:29)

“See a man that is hasty in his words? There is more hope of a fool than of him.” (Proverbs 29:20)

“In the multitude of words there wanteth not sin, but he that refrains his lips is wise.” (Proverbs 10:19)

In Other Words

- ◆ Practice the principle of “delayed response.”
- ◆ Delay judgement until all the facts are in.
- ◆ Answer your critics with your life instead of your words.
- ◆ Refuse to attack with angry disapproval.
- ◆ If you have a short fuse, you can be sure that someone will light it.

Two Key Thoughts:

1. No provocation ever justifies an unchristian response!
2. Blessed are the boiler-makers for they shall always be in hot water!

VI. Refuse To Harbor A Grudge Or Ill Will

“Forgive one another even as God for Christ’s sake has forgiven you.” (Ephesians 4:32)

“Love keeps no score of wrong doing.” (I Corinthians 13:5)

“Lest any root of bitterness springing up trouble you, and thereby may be defiled.” (Hebrews 12:15)

“The discretion of a man defers his anger; and it is his glory to pass over transgression.” (Proverbs 19:11)

In Other Words

- ◆ Be quick to apologize when you are wrong.
- ◆ Be quick to forgive when you are wronged.
- ◆ Bitterness is failure to see suffering from God’s point of view. (Genesis 50:20)
- ◆ The cause of anger is not other people; the cause is when I chose to allow it to contaminate my heart.
- ◆ Anger is that emotion we feel after we are hurt, because we’ve placed our needs, wants and desires ahead of someone else.
- ◆ Forgiveness is the cancellation of a debt as if it never existed.
- ◆ Our offenses will either be a tombstone or a stepping stone. Our choice makes the determination.

What a quote:

“It’s not what happens to us, but our response to what happens to us that hurts us. Our character (our basic identity) does not have to be hurt at all. In fact, our most difficult experiences become the crucibles that forge our character and develop the internal powers, the freedom to handle difficult circumstances in the future and to inspire others to do so as well.” (Stephen R. Covey in “The 7 Habits of Highly Effective People”, Pg. 73)

Two Key Thoughts:

1. Unforgiveness is the poison we drink while we wait for the other person to die!
2. An enemy in the heart is worse than 10,000 in the field!

VII. Motivate Through Praise And Encouragement

“And let us consider one another to provoke unto love and to good works, encouraging one another, and so much the more, as you see the day approaching.”

(Hebrews 10:24, 25)

“Pleasant words are as a honeycomb, sweet to the soul and health to the bones.”

(Proverbs 16:24)

“Heaviness in the heart of man makes it stoop, but a good word makes it glad.”

(Proverbs 12:25)

In Other Words

- ◆ You encourage and inspire by your example and words.
- ◆ Encouragement brings out the best in people.
- ◆ Henry Ford said, “My best friend is the one who brings out the best in me.”

- ◆ The greatest way to develop and motivate people is through encouragement and believing in them.
- ◆ You build people up through praise and affirmation.

Fact: A spirit of approval encourages (motivates) people.

Fact: A spirit of criticism discourages (de-motivates) people.

Remember:

1. We earn the right to criticize by the degree we express our support to someone.
2. The best way to compliment your boss, wife, husband, parents, children or co-workers is "frequently".
3. Encouragement is oxygen to the soul.

This provokes me to good works:

"It was said of George Whitefield that after preaching to large crowds, he would sometimes stay up until 3:00 am writing letters of encouragement to new converts." (J Oswald Sanders in "Spiritual Leadership", Pg. 96)

Three Key Thoughts

1. **Manipulation** is moving together for my advantage, **motivation** is moving together for their advantage!
2. **Merchandising** is when I empty other people to enrich myself, **ministry** is when I empty myself to enrich other people!
3. A servant is one who **advances others** at the expense of **themselves** and cares less who gets the credit!

VIII. Spend Quality Time With Your (God's) People

"And He taketh with him Peter, James and John." (Mark 14:33)

"Barnabas took Mark and sailed to Cyprus, and Paul took Silas." (Acts 15:39, 40)

"And Judas and Silas, being prophets also themselves, exhorted the brethren with many words and confirmed them." (Acts 15:32)

In Other Words

- ◆ You can't reproduce your life from long distance.
- ◆ You must "be with people" to build trust.
- ◆ To build trust you must demonstrate two things:
 1. **Competence**, for people don't follow leaders who don't know where they're going.
 2. **Character**, which says, "You can trust me to put your interests first".

Fact: Trust is the **glue** that holds a team together!

Fact: To build trust, we must keep all the cards on the table (**transparent** and no **surprises**).

Fact: Loyalty, oneness and teamwork takes time.

So slow down a minute and:

1. Walk slowly through the crowd.
2. Refuse to run and hide from people.
3. Quit giving the impression that you are “so busy” and “too preoccupied”.
4. Forget the hype; which is energy without sincerity.
5. Remember the laws of communication:
 - ◆ Stop, look and listen.
 - ◆ Allow people to speak without interrupting.
 - ◆ Refuse to get agitated if you disagree.
 - ◆ Listen with your heart to understand what is being expressed.
 - ◆ Avoid being sarcastic, rough, crude, abrasive and insensitive to others!
 - ◆ Never intimidate or manipulate anybody. Never!

Two Key Thoughts:

1. The only one who can win in a rat race is a rat. (Slow down!)
2. Grape vines don't have wheels, they have roots. (So get planted where you are!)

IX. Resist All Temptation to Whisper and Slander

“The words of a talebearer are as wounds; and they go down into the innermost parts of the belly.” (Proverbs 26:22)

“A troublemaker plants seeds of strife; gossip separates the best of friends.”
(Proverbs 16:18)

“Wrongdoers eagerly listen to gossip; liars pay close attention to slander.”
(Proverbs 17:4)

What is an evil report?

1. It is using **words**, tonal patterns or **facial expression** to put someone else in a **bad light**.
2. It is damaging someone else's **reputation**.
3. It is spreading **discord** and **discontent** among others with information that doesn't need to be shared.
4. It is satan's tool to produce conflict, carnality and discredit to spiritual leadership.

**Know God's word in this matter:
(How God describes the giver of evil reports)**

1. **Whisperer** (one who privately passes on evil reports to others.) (Proverbs 16:28)
2. **Gossip** (One who magnifies and shares rumors and partial information with those who are not part of the problem or part of the solution.) (Proverbs 11:13)
3. **Slanderer** (One who tells the truth with a design to hurt; seeking to destroy reputation and credibility with a distortion of facts.) (Psalm 101:5; Proverbs 10:18)

4. **Busybody** (One who digs up evil reports and makes it their business to spread them.)

◆ This sin is equal to stealing and murder in I Peter 4:15.

What motivates evil reports?

1. **Bitterness** - which is reacting because of personal hurts.
2. **Guilt** - which wants to justify past actions.
3. **Envy** – which is desiring what another has.
4. **Rebellion** – which justifies an independent spirit.
5. **Pride** – which wants to exalt self and have its own way.

How to respond to an evil report:

1. Ask, “Why are you telling me this?”
2. Respond with grief and sorrow. (Proverbs 25:23)
3. Delay judgement till all the facts are in. (Proverbs 18:13)
4. Overcome evil with good. (Romans 12:21)

What happens when everyone is committed to giving good reports?

1. All **gossip, whispering** and **slander** will cease (mature Christians will not hear a bad report unless they are part of the **problem** or part of the **solution**.)
 2. Christians will **edify** one another. (Ephesians 4:29)
 3. Physical health will **improve**. “A good report nourishes the bones.” (Proverbs 15:30)
 4. Loyalty will build **security**. (Proverbs 16:28)
- ◆ When each member of the body of Christ knows that every other member is going to give only a good report about him unless he comes to him first, he experiences a deep sense of loyalty and security.

Key Thought:

The reason a dog is a man’s best friend is he wags his tail instead of his tongue!

X. Maintain Your Integrity At All Costs:

“The integrity of the upright shall guide them, but the perverseness of transgressors shall destroy them.” (Proverbs 11:3)

“And Paul, earnestly beholding the council said, “Men and brethren, I have lived in all good conscience before God until this day.” (Acts 23:1)

“And herein do I exercise myself, to have always a conscience void of offense toward God and toward men.” (Acts 24:16)

“Providing for honest things, not only in the sight of the Lord, but also in the sight of men.” (II Corinthians 8:21)

“Pray for us, for we trust we have a good conscience in all things, willing to live honestly.” (Hebrews 13:18)

In Other Words

- ◆ Refuse to compromise and say no to every sin that would hinder the flow of God.
- ◆ Crucify every fleshly lust that would grieve the Holy Spirit and forfeit the trust of the people.
- ◆ Once you lose your integrity, you can never fully gain the trust of the people again.

Four quotes for those who minister:

“Take heed to yourselves lest your example contradict your doctrine, lest you un-say with your life what you say with your tongue, and be the greatest hinderer of the success of your own labors.” (Richard Baxter)

“May we never be the priests of God at the altar, and the sons of Belial outside the tabernacle door.” (Charles Spurgeon)

“That which I live by it that which I can preach.” (Augustine)

“A holy life will produce the deepest impression, lighthouses blow no horns, and they only shine.” (D.L. Moody)

Three key thoughts:

1. Every evil thought is a sin in its embryo stage!
2. Sin that is destroyed in our minds will never become a part of our history. (Dr. Richard Dobbins)
3. Sin not only hurts you, but everyone else who believes in you, trust in you and looks to you for leadership.

XI. Keep A Good Attitude No Matter What

“A merry heart maketh a cheerful countenance; but by sorrow of the heart the spirit is broken.” (Proverbs 15:13)

“A merry heart doeth good like a medicine, but a broken spirit drieth the bones.” (Proverbs 17:22)

“A man that has friends must show himself friendly.” (Proverbs 18:24)

In Other Words:

- ◆ God chooses **what** we go through, we choose **how** we go through it.
- ◆ “People catch our attitudes just like they catch our colds, by getting close to us.” (John Maxwell)
- ◆ Differences of opinions are okay, bad attitudes are not okay.
- ◆ “No pessimist ever made a great leader.” (J. Oswald Sanders)
- ◆ We (and no one else) are totally responsible for our attitudes!

- ◆ “Attitudes are nothing more than habits of thought, and habits can be acquired. An action repeated becomes an attitude realized.” (Paul Meier)

“If you want to check the temperature of a congregation, then stick a thermometer in the mouth of the leader.” (Rick Warren)

Three Key Thoughts:

1. Make the **most** of the best and the **least** of the worst!
2. It’s not your **position** that gives you influence, but your **disposition!**
3. A bad attitude makes a person a prisoner of their own experience.

- ◆ Attitudes are contagious, is yours worth catching?

XII. Above All Else, Be Alone With God

“And Jesus withdrew Himself into the wilderness and prayed.” (Luke 5:16)

“And in the morning, rising up a great while before day, He went out and departed into a solitary place and there prayed.” (Mark 1:35)

In Other Words

- ◆ “No one can do enough for others if they are always surrounded by others.” (Howard Hendricks)
- ◆ “Like Jesus, we must go away from people so that we can be truly present when we are with people. The fruit of solitude is increased sensitivity and compassion for others.” (Richard Foster, pg. 108 “The Celebration of Discipline”)
- ◆ Prayer is the breath of the soul, when I breathe I live; when I cease to breathe, I die!

Solitude teaches us:

1. How to be sensitive to those “divine whispers of God”.
2. How to let God reorient our lives.
3. How to maintain plain speech.
4. How to develop attentiveness to God.
5. How to refrain from impulsive activity.
6. How to let God care for our reputation.
7. How to respond to the needs of others.

How can we live a balanced live?

1. Get control of the **calendar**.
2. Get **quiet** and **still** before God.
3. Get good books to feed your **mind**.
4. Get away and learn to **rest**.
5. Get God’s **will** for you (and not everybody else’s).

Fact: You can share no more life with others in **public** than what you've received from God in **private**.

Fact: In prayer with God, you'll obtain the wisdom and courage to make tough decisions, face opposition, and hold steady no matter what!

Fact: We must learn to "**narrow our interests**" and say "no" to the thieves of distraction.

Key Thought:

- ◆ You can't wait two weeks to milk the cow and then run out and milk like crazy!

Conclusion

Some soul savers, from the Lord to my heart while pioneering with six people in Cooperstown, NY.

1. "God is not impressed with the **dimension** of our work, but with the **spirit** in which it is done."
2. "Build a house of **devotion** with God and he will build a place of **ministry** for you."
3. "Your present **field** may be limited, but **you** are not limited by your field."
4. The root cause of all complaints is feeling like we are not getting what we deserve (and the truth is, **we don't want what we deserve, which is judgment**).
5. There is no **small place** or small ministry in the economy of God (I have no right to look elsewhere, but must work where I am as though it's the last place on earth.)

AMEN!
Bill Kirk