





True or False:

1. A healthy group does not experience conflict. \_\_\_\_\_ T \_\_\_\_\_ F
2. Hurting people rarely take out their pain on others. \_\_\_\_\_ T \_\_\_\_\_ F
3. Your primary job as the group leader is Bible study. \_\_\_\_\_ T \_\_\_\_\_ F
4. Past pain routinely finds its way into the small group dynamics. \_\_\_\_\_ T \_\_\_\_\_ F
5. The best course of action when someone is hurting is advice. \_\_\_\_\_ T \_\_\_\_\_ F
6. Questions that start with, "Why..." are bad questions. \_\_\_\_\_ T \_\_\_\_\_ F
7. The more you expose and work through your own brokenness, the more people will follow your leadership. \_\_\_\_\_ T \_\_\_\_\_ F
8. In order to tell your story well, you need to tell all of it. \_\_\_\_\_ T \_\_\_\_\_ F
9. People probably aren't going to share deep secrets. \_\_\_\_\_ T \_\_\_\_\_ F
10. As a leader you must become comfortable with stories of death and pain. \_\_\_\_\_ T \_\_\_\_\_ F

Essay:

Write your story. Tell of how God has used your story to reveal something of Himself to others in your life.

**Purpose of Today's Training: *That you might leave today with some practical tools to lead/facilitate your group.***

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- I. What To Expect
- II. What To Do In the Moment
- III. How To Know If Someone Needs Something More

I. What to Expect:

Everyone comes to the group with a story of brokenness and death.

*Genesis 3: 22-24*

Every life is under the curse, a consequence of Adam and Eve's turning from God to embrace the delectable life of evil. The most dramatic moment in the history of humanity, other than the Second Adam's faithful surrender to the cross, thrust humanity into the course of sorrow, loss, and harm...we have been cast east of Eden. We live as aliens who know we are not at home and whose plot always involves efforts to rise above the tragedy of our condition...

Dan Allender, *To Be Told*

This means two things for your group:

- 1. People will bring past pain to the group.
- 2. Pain will happen as a result of the group.

II. What to do in the moment: Part ONE

End Result:

*Respond to the pain, not the immediate unhealthy expression of the pain.*

How to get there:

Storyteller –

1. Listener of stories
  - a. Active Listening
  
  - b. Engage the story
  
  - c. Engage the person
  
2. Inviter of stories
  - a. Ask good questions/Make good statements

“How did that affect you?”

“Tell me more about what that was like.”

“Help me understand that.”

- b. Open vs. Closed
  
- c. Why questions are bad questions
  
- d. “Take your shoes off”

*There was a word there that you used that seems to carry a lot of weight. I'm not sure if you are there yet, but when you are ready, I would be honored if you would let me know what that is about.*

*I can sense you are feeling a lot of emotion right now. It takes a lot of courage to share on this level with us. I just want you to know that it is an honor to be able to hold your story right now with you.*

3. Giver of stories
  - a. Lead with your limp/Tell your story

*1 Timothy 1:15*

### Give Up On The Obvious –

You know your pain, and you know how you try to hide it.  
Make it known and stop trying to conceal it.

### Tell Some, Not All –

Only tell when you have permission to tell  
Only tell what is honoring to God and others

### Embrace the Gospel –

The more you tell, the more your failures get exposed.  
The more you tell the more you are going to fail publicly.  
The more you fail the more you need the Gospel.

### Putting it all together: Discussion

*Taking this information into consideration, how would you respond to the pain in the story as opposed to the unhealthy expression in the current moment?*

## III. What to do in the moment: Part TWO

### Holding the tension of tragedy and triumph

- When you tell your story
- When you invite stories
- Things are going to get messy quick!

If you are doing Part One well, then people will begin to exhibit certain behaviors that are problematic to the group. YOU will begin to exhibit certain behaviors that are problematic to the group.

### A. The Monopolist

#### *What it looks like*

- This person attempts to take over the group like it's the board of a monopoly game. It's all about them, and what they can get from the group. In essence, they hold the floor.
- They are anxious with silence, so they rush in to offer thoughts, feedback, their own stories...over and over and over.

- You'll find them routinely saying, "I'm like that too!" or "I had that same thing happen to me too..."
- They may also take the role of interrogator

*The effect of the group*

- Tension
- If it is addressed, the monopolist typically gets defensive.
- Eventually, people may stop coming to the group or they will at least stop sharing

*How to handle it*

- Pray and deal with your own stuff
- Talk privately
- Strike when the iron is cold
- Try to address the past pain not their monopolization
- If it continues unchecked, bring it up in the context of the group

B. The Saboteur

*What it looks like*

- More subtle
- When things get deep, this person changes the subject or works to get things back to superficial interaction.
- They deflect the risks of intimacy and authenticity.
- They engage, but they don't share their true story of pain.

*The effect on the group*

- Disconnectedness
- Apathy toward this person
- The saboteur inevitably will find the group unsatisfactory, though they may not know why

*How to handle it*

- Pray and deal with your own stuff
- Model for them
- Perhaps find ways to help them feel more at ease (i.e., break into pairs for discussion)
- Talk to them privately regarding how they are feeling

C. The Silencer

*What it looks like*

- They don't share or even talk
- They are physically present but emotionally withdrawn

*The effect on the group*

- Uneasiness
- Like there is a voyeur among them
- Less intimate sharing, less authenticity because one of them is not participating

*How to handle it*

- Pray and deal with your own stuff
- Invite them directly to give their own thoughts/input
- Ask them how they are feeling (privately or in the group)
- Draw them out with good questions and compassion
- Give them something to read

D. The Rescuer

*What it looks like*

- ADVICE, ADVICE, and MORE ADVICE
- Always trying to help everyone else
- They are uncomfortable with others being in pain, so they try to ease it

*The effect on the group*

- Frustration
- People will slowly stop sharing because they don't welcome the onslaught of advice they will receive.

*How to handle it*

- Pray and deal with your own stuff
- Talk to them privately
- Invite others to talk about how they feel after being given advice from the Rescuer

E. The Escape Artist

*What it looks like*

- They stop coming to the group

*The effect on the group*

- Sadness
- The group will leave them behind

*How to handle it*

- Pursue them
- Encourage them

III. How to know when someone needs something more than the group

Important Note: This does not mean they leave the group. It means they add something to their group experience.

1. *Major Psychological Issues:*

a. Disorders

- Anxiety
- Depression
- Bi-Polar

b. Suicide

- Stage One: Basic suicidal ideation

“I wish I were dead.”

“I wish Jesus would just come back.”

“It would be nice if I just died in my sleep.”

- Stage Two: They Have a Plan
- Stage Three: They Have a Plan and The Means to Carry Out The Plan

2. *Individual Stagnation:*

The person is stuck in their problematic behavior. You’ve addressed it, but they still can’t move out of it.

The person is not longer problematic, but is not being destructive.

IV. Closing Thoughts