

**How
to
answer
everyone**

Colossians 4:5-6

“Be wise in the way you act toward outsiders; make the most of every opportunity.

Let your conversation be always ***full of grace***, seasoned with salt, so that you may ***know how to answer everyone.***”

Romans 12:10

**Love each other with
genuine affection,
and take delight in
honoring each other.**

Matching leadership styles with situations and individual needs

1. Directive style

2. Consultive style

3. Free-Rein Style

Adjusting your leadership style

- 1. Pause** – don't react naturally
- 2. Identify** – the desired results
- 3. Adjust** – your response to produce the appropriate leadership style

Proverbs 25:28

“Like a city whose walls are broken through is a person who lacks self-control.”

Galatians 5:22-23

“But the fruit of the Spirit is self-control.”

Philippians 2:12-13

“...continue to work out your salvation with fear and trembling, ***for it is God who works in you*** to will and to act in order to fulfill his good purpose.

1. Directive or Authoritative style –

leader centered, giving orders and directions

Advantages

- **Quick decision-making**
- **Crisis situations; where there is immaturity, right answers needed; addresses indecisiveness**
- **Might yield better results when quick decisions are necessary**

Disadvantages

- **Centralizes in one person – the leader**
- **encourages others to use less creativity and take less initiative**
- **Fails to draw from the strengths of others**
- **Doesn't multiply through others**

2. Consultive - Democratic Style

Decentralizes leadership and delegates decisions and authority. Leader makes a final decision after consultation with others. Could still involve limits within which people function.

Advantages

- Recognizes value in others – encourages positive attitudes, reduces resistance to change
- Exchanges ideas, improves job satisfaction and individual and group morale.
- Shared ownership and responsibility
- Multiplication principle (Matthew 28:18-20)

Disadvantages

- **Time consuming and slower decision-making.**
- **Could create problems when unwisely practiced**
- **Requires more maturity from leaders and participants**
- **Opens a door to antagonistic people**

3. Free-reign - Gives freedom and decision-making to others. A group or individual operates independently. Leader allows for free-flow of communication and replaces authority with availability.

Advantages

- Increases satisfaction and morale of others
- Encourages initiative and ownership
- Develops leadership in others

Disadvantages

- Insufficient leadership
- Insufficient guidance and support
- Working at cross purposes - creating confusion, disunity and discouragement

Free-rein style is appropriate when others are well trained, highly knowledgeable and skilled; self-motivated and prepared to take responsibility.

Model of Jesus' Ministry

- 1. Told them what and why – teaching**
- 1. Showed them how – mentoring**
- 1. Gave them responsibilities and evaluated them**
- 1. Sent them out to fulfill the mission**

Slow down and listen

- **Proverbs 18:13** “If one gives an answer before he hears, it is his folly and shame.”
- **James 1:19** “Everyone should be quick to listen, slow to speak and slow to become angry”
- **Proverbs 18:17** “The first to present his case seems right, till another speaks”
- **Proverbs 20:5** “The purposes of a man's heart are deep waters, but a man of understanding draws them out.”

Losing or gaining influence

1. Know how to say something (suggest, suggest....)

Not - “You should...” or “You need to ...”

But - “I have found it helpful....” “What has helped us ...” “A Scripture that has encouraged me is...”

2. Develop trust and respect

3. Know the right time and place

(avoid uninvited advice)

4. Be humble and sympathetic (*Heb. 4:15*)

- **Bear with one another** (Eph. 4:2)

“Be completely humble and gentle; be patient, bearing with one another in love”

- **Honor one another** (Rom. 12:10)

Love each other with genuine affection, and take delight in honoring each other.

- **Build up one another (Romans 14:19)**

“Let us therefore make every effort to do what leads to peace and to mutual edification (building others up)”

- **Accept one another (Romans 15:17)**

“Accept one another, then, just as Christ accepted you, in order to bring praise to God”.

Judge yourself first

(Making judgments without being judgmental)

Matthew 7:1-5 “Do not judge, or you too will be judged. For in the same way you judge others, you will be judged, and with the measure you use, it will be measured to you. 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? 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? 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.”

Strengths and Weaknesses

-three sources-

- 1. Natural** – inherited traits, personality, temperament
- 2. Situational** – formed in life experiences, shaped by outside influences
- 3. Spiritual** – gifts given by God