



## **DISCUSSION GUIDE**

### **CREDIBILITY IN MINISTRY**

#### **SERIES INTRODUCTION:**

We live in a world where credibility can be lost in just a moment's time. This is why building credibility with your team is so important. This is the focus of our series. We want to help you keep and build credibility with your team. We highlight some habits that will destroy credibility, and also three that will strengthen it. Let this series encourage and grow your leadership!

## VIDEO 1

### EMOTIONAL CONTROL // FEAR

In this first episode, we look at how the emotion of fear will rob you and your team of the essential trust needed to move forward. There are five keys to overcoming fear to avoid a loss of credibility.

#### 5 Keys to Overcoming Fear

1. We eliminate our \_\_\_\_\_ with \_\_\_\_\_.
2. Anchor to \_\_\_\_\_.
3. Don't let \_\_\_\_\_ find you \_\_\_\_\_.
4. Better to have \_\_\_\_\_ and \_\_\_\_\_ than to have never \_\_\_\_\_ and \_\_\_\_\_ at all.
5. Fight fear with \_\_\_\_\_.

#### Discussion Questions

- A. What are some obstacles right now in your faith? Where have you traded faith for fear in your leadership?
- B. What information are you feeding your soul? What are you believing about yourself, your calling, your future?
- C. Who is your inner circle? Do you trust them? Why or why not?
- D. Are you taking risks? Is fear keeping you from a step of faith you need to take? Why or why not?
- E. On a scale of 1 to 10, how would you rate your prayer life?

## VIDEO 2

### EMOTIONAL CONTROL // ANGER

In this episode, we look at how the emotion of anger will hurt credibility which is the life blood of your leadership. There are three keys to making sure that anger doesn't keep the organization from fulfilling its mission.

Anger has the ability to \_\_\_\_\_ your credibility with your team.

#### 3 Solutions to Anger

1. Begin with the \_\_\_\_\_ in mind.
2. Add \_\_\_\_\_.
3. Consider \_\_\_\_\_ possibilities

\_\_\_\_\_ kept Moses out of the promised land.

#### Discussion Questions

- A. What could anger keep you from in your leadership? What has it kept you from in the past?
- B. Can you think of a time when anger was the right choice? How can this motivate your actions in the future?
- C. What does time do in managing anger?
- D. How could you reframe how you view a frustrating situation?
- E. What was Moses' big mistake? What promise has God given you that could be left unfulfilled because of anger?

## VIDEO 3

### INTEGRITY

In this episode, we dive into the importance of integrity. Specifically, we look at how being a leader of integrity will help you build your credibility with your team. We highlight five ways to be a leader of integrity.

#### 5 Ways to Have Integrity that Builds Credibility

1. Don't make \_\_\_\_\_ you can't keep.
2. Make the \_\_\_\_\_ contingent on them.
3. Defer to the \_\_\_\_\_.
4. Own the times you \_\_\_\_\_ keep your word.
5. \_\_\_\_\_ don't \_\_\_\_\_.

#### Discussion Questions

- A. What are the potential traps to making promises you can't keep?
- B. How can you help those you're leading understand their future is entirely in their hands?
- C. What role does God play in motivating your team about the future?
- D. What keeps you from owning your mistakes?
- E. How do you draw the distinction between motivation and manipulation?

## VIDEO 4

### MISSION-FOCUSED

In this episode, we look at how you interact and lead with mission will help build credibility with your team. We identify four ways to help you stay mission focused.

#### 3 Questions to Ask Before/After a Major Decision, Big Celebration, or Disappointment

1. Was our \_\_\_\_\_ involved?
2. Did \_\_\_\_\_ win/lose or did \_\_\_\_\_ win/lose?
3. Will it take \_\_\_\_\_ to do this or will it take a \_\_\_\_\_ to do this?

#### 4 Ways to Be Mission Focused

1. Clearly \_\_\_\_\_ your mission
2. Speak your mission \_\_\_\_\_.
3. Always think about the \_\_\_\_\_.
4. Share great \_\_\_\_\_ to reinforce the mission.

#### Discussion Questions

- A. What is your mission? Can everyone on your team quote it?
- B. How often do you refer to the mission of your organization?
- C. Are there departments, areas, or teams that are out of alignment from your mission?
- D. How do you use stories to motivate your team?

## VIDEO 5

### BE OPEN-HANDED

In this final episode, we look at how to be an open-handed leader. This builds credibility. We look at five ways to be an open-handed leader, and then dial in on the importance of feedback.

#### 5 Ways to Help You Be an Open-Handed Leader

1. Focus on \_\_\_\_\_ rather than \_\_\_\_\_.
2. Make check-ins expected and not \_\_\_\_\_.
3. Extend trust \_\_\_\_\_.
4. Ask often “What do you \_\_\_\_\_?”
5. Welcome \_\_\_\_\_ of your leadership.
  - a. Talk about what you’re \_\_\_\_\_.
  - b. Use \_\_\_\_\_ as teaching opportunities.
  - c. Encourage \_\_\_\_\_ among your team.
  - d. Focus on \_\_\_\_\_ not \_\_\_\_\_.

#### Discussion Questions

- A. How does focusing on outcomes rather than process help one be open-handed?
- B. Are you clear with your expectations of your team? How would they answer that question for you?
- C. Do you extend trust? Why or why not?
- D. Do you resource your team? How do you know if they are resourced?
- E. Do you take feedback well? Why or why not?

## Answers

### **Video 1: Emotional Control // Fear**

#### 5 Keys to Overcoming Fear

1. We eliminate our fear with faith.
2. Anchor to truth.
3. Don't let fear find you alone.
4. Better to have feared and fought than to have never feared and fought at all.
5. Fight fear with prayer.

### **Video 2: Emotional Control // Anger**

Anger has the ability to destroy your credibility with your team.

#### 3 Solutions to Anger

1. Begin with the end in mind.
2. Add time.
3. Consider alternative possibilities

Anger kept Moses out of the promised land.

### **Video 3: Integrity**

#### 5 Ways to Have Integrity that Builds Credibility

1. Don't make promises you can't keep.
2. Make the outcome contingent on them.
3. Defer to the Lord.
4. Own the times you don't keep your word.
5. Motivate don't manipulate.

### **Video 4: Mission-Focused**

#### 3 Questions to Ask Before/After a Major Decision, Big Celebration, or Disappointment

1. Was our mission involved?
2. Did "I" win/lose or did "we" win/lose?
3. Will it take "me" to do this or will it take a "team" to do this?

#### 4 Ways to Be Mission Focused

1. Clearly define your mission
2. Speak your mission often.
3. Always think about the team.
4. Share great stories to reinforce the mission.

### **Video 5: Be Open-Handed**

#### 5 Ways to Help You Be an Open-Handed Leader

1. Focus on outcomes rather than process.
2. Make check-ins expected and not spontaneous.
3. Extend trust first.
4. Ask often "What do you need?"
5. Welcome feedback of your leadership.
  - a. Talk about what you're learning.
  - b. Use mistakes as teaching opportunities.
  - c. Encourage feedback among your team.
  - d. Focus on improvement not excellence.