

Handbook for Spiritual Leadership Training

Communicating Excellence Through Accountability, Disclosure & Feedback Long Distance Learning Discussion Handouts

Week/Session 3 – Accountability: The Rubber Meets the Road

Who are you accountable to?

John Wesley's Accountability Questions: See page 4.

Has anyone ever asked you these questions before? (Accountability)

How did it feel to be asked the specific John Wesley accountability questions? (Disclosure)

Were they useful in helping you focus behavior? (Feedback)

How did it feel being so specific in providing detailed information to me? (Disclosure)

Have you ever had a relationship where you felt you could be completely open and honest and you knew you weren't being judged for your honesty? If yes, how has that relationship helped you to mature? If no, where do you think you could find that relationship? Are you interested in pursuing the development of an accountable relationship? (Accountability)

How can you take this exercise and extend it into your ministry on a regular basis?

Accountability Agenda

If you want to enter into an accountability relationship with another believer, this sheet will help keep the discussion in focus. See page 8.

Feedback Agenda

Giving Feedback to Others

Do you have the responsibility for the discipleship, oversight or development of your ministry team members?

When was the last time you had a dedicated time to review their progress and discuss areas for continued growth?

Is it due to:

- *tyranny of the urgent*
- *a lack of a formal process including documentation*
- *hesitation/avoidance because afraid it won't go well*
- *all of the above?*

What can/are you going to do about it?

Receiving Feedback From Others

List three people whose feedback you do or would value the most.

What are some ways you could gain feedback from them on a regular basis?

How would you feel if some of their feedback showed you ways you could do/be better?

John and Charles Wesley's Questions for Personal Accountability

Accountability – Substance of the answer Disclosure – Depth of the answer Feedback – Response to the answer

Instructions: The point of this exercise is not just the specific answers to John Wesley's 22 questions of accountability. Rather it is observing how your team member responds to the questions. As the interviewer, after asking the assigned question and receiving an answer, follow up with the Accountability question, "Has anyone ever asked you these questions before? How does it feel?" Make notes on the team member's response to that question that would be helpful for them to know. Next, ask the Disclosure question. Make any notes on how you feel the team member has shown evidences of transparency. Finally, tell your team member how you saw them answering the question, providing any helpful suggestion how they may increase disclosure or respond differently to the assigned question. The point is to observe how the person responds to your Feedback. When you are finished, give your team member this accountability sheet.

	Accountability/Authentic/Submission "Has anyone ever asked you these questions before? How does it feel?" Notes	Disclosure/Transparent "How does it feel answering these questions?" Notes	Feedback/Genuine/Teachable Notes: What was their response to your feedback regarding these questions?
1. Are you consciously or unconsciously creating the impression that you are better than you really are? In other words, are you a hypocrite? How do you know?			
2. Are you honest in all your acts and words, or do you exaggerate?			
3. Do you confidentially pass on to another what was told you in confidence?			
4. Can you be trusted? Why?			

	Accountability/Authentic/Submission <i>"Has anyone ever asked you these questions before? How does it feel?"</i> Notes	Disclosure/Transparent <i>"How does it feel answering these questions?"</i> Notes	Feedback/Genuine/Teachable Notes: What was their response to your feedback regarding these questions?
5. Are you a slave to dress, friends, work, or habits? How would you know?			
6. Are you self-conscious, self-pitying, or self-justifying?			
7. Did the Bible live in you this week? Can you share an example?			
8. Do you give it time to speak to you every day? What do you hear?			
9. Do you enjoy praying? Why?			
10. When did you last speak to someone else about your faith? What was their response?			

	Accountability/Authentic/Submission <i>"Has anyone ever asked you these questions before? How does it feel?"</i> Notes	Disclosure/Transparent <i>"How does it feel answering these questions?"</i> Notes	Feedback/Genuine/Teachable Notes: What was their response to your feedback regarding these questions?
11. Do you pray about the money you spend? What are the answers?			
12. Do you get to bed on time and get up on time? If not, what's getting in the way?			
13. Do you disobey God in anything? If yes, what is an example? If no, see question 2.			
14. Do you insist upon doing something about which my conscience is uneasy? Why and what or why not?			
15. Am you defeated in any part of your life? What would that be? What are you doing about gaining victory?			
16. Am you jealous, impure, critical, irritable, touchy, or distrustful? How do you know?			

	Accountability/Authentic/Submission <i>"Has anyone ever asked you these questions before? How does it feel?"</i> Notes	Disclosure/Transparent <i>"How does it feel answering these questions?"</i> Notes	Feedback/Genuine/Teachable Notes: What was their response to your feedback regarding these questions?
17. How do you spend your spare time? Give some examples.			
18. Are you a proud person? How do you think your closest friends would answer that question about you?			
19. Do you thank God that you are not as other people (like the Pharisee who despised the publican)? How would you know you are not like that?			
20. Is there anyone whom you fear, dislike, disown, criticize, hold a resentment toward or disregard? If so, what are you doing about that attitude?			
21. Do you grumble or complain constantly? How would you know?			
22. Is Christ real to you? What are the evidences?			

Accountability Agenda

Instructions: In establishing an accountability relationship there are four basic areas to cover.

Questions to be asked: Each time you meet there should be some agreed upon questions that get asked each time.

Behaviors: There may be behaviors such as anger, silence and withdrawal, frustration expressions or temptations that may need to be addressed. Agree on specific areas and then each meeting address progress in those areas.

Specific Goals: There needs to be specific goals to report progress on. It could be spending more time with family, prayer, devotions as well as less time with hobbies that don't involve family or spiritual community. Goals could also be simple lifestyle changes such as weight, exercise, sleep, personal development.

Scripture Focus: Each meeting should involve time discussing joint reading of a book of the Bible or a Biblical theme or topic.

Date Range _____ to _____			
Questions to be Asked	Behaviors to be Addressed	Specific Goals to Accomplish	Scripture Focus

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