

Handbook for Spiritual Leadership Training

Communicating Excellence Through Accountability, Disclosure & Feedback

SL Coach's Guide for Long Distance Learning

Week/Session 2 –Principles of Accountability, Disclosure & Feedback

Resources:

- *Communicating Excellence Through Accountability, Disclosure & Feedback*
- *HomeWorkBook – Week/Session 2 (pdf)*
- *Power Points – Week/Session 2 (pdf & slides)*

Before the Training: Have SL Learner read, *Scriptural Principles of Accountability, Disclosure & Feedback* (the second section) from the article, *Communicating Excellence Through Accountability, Disclosure & Feedback* and 1 Thessalonians.



Discussion starter: Ask your SL Learner, *Who holds you accountable? Describe that process in your life?*

Use this question to put dimension on accountability, disclosure and feedback. The process of accountability must include disclosure and feedback as well.

Discussion Exercise #1 (PP1)

Timing the exercise: Allow up to 20 minutes for discussion.

Point of the exercise: To demonstrate what accountability, disclosure and feedback looks like in a realistic setting. Tell your SL Learner, *I'm going to ask you a series of questions to demonstrate accountability, disclosure and feedback.*

Ask if they read the assigned portion of the article, *Scriptural Principles of Accountability, Disclosure and Feedback* (this demonstrates accountability).

Ask, *"What part of the article spoke to you?"*

This demonstrates disclosure. Probe a little about why it had particular meaning. As the team member shares, point out that the Johari public window is opening and that is good. Tell them their preparation for the meeting demonstrates a commitment to the training process and it is appreciated. This demonstrates feedback.

If your SL Learner says they did not complete the pre meeting assignment, ask, *What got in the way of your preparation?*”

Again, this demonstrates disclosure. Obviously, you don't ridicule or humiliate them, but ask how they are feeling at the moment. This is also disclosure. Ask what were the demanders of time that pushed this assignment to the back. Ask how you can help the Learner assure commitments are kept. This demonstrates an opportunity for accountability and feedback.

Explain this exercise is really not an exercise, but a part of how ministry functions. Mutual commitment is essential to a strong team. Your SL Learner may feel a little uncomfortable and you may too since you don't have a face-to-face personal relationship but this is how a team gets real. Acknowledge that everyone has a busy life and delivering on assignments with a mutual commitment to growth keeps everyone on the same page. It is critical for the demonstrated feedback to build up, not tear down.

The AA Model (PP2)

Explain that AA, as they no doubt know, is foundationally based on the principle of accountability, disclosure and feedback. The small group setting expects/requires the participant to be accountable to a sponsor and to those in attendance at a meeting. The participant is expected to be forthright and direct in discussing success and failure with abstinence since the last meeting. To an outside observer the feedback would appear to be harsh at times, yet the “been there, done that” frame of reference for all participants demands directness. For people who have experienced life controlling dependencies, deception, unfortunately, is a survival skill and the other members of the AA group will not allow another to go there anymore.

Questions for Conversation

Why, do you think the 12 Step programs have been the most successful in dealing with life controlling behaviors?

Humility, a strong reliance on God to provide strength, mutual confession and accountability and mutual support are some of the strengths.

What other similar programs can you name?

In your opinion does the Catholic Church's practice of confession fit this model? Where do you think the Catholic model of confession fails to meet the biblical standard of accountability, disclosure and feedback?

Let's Talk About Accountability and Submission (PP4)

Vertical Accountability – logos Part of our role in accountability is to help each other be faithful to their call to ministry. Look at Romans 14:12.

Questions for Conversation

How can we do help others to be faithful to their call to ministry?

Be sure to ask what the specific pressures are of people in ministry where the learner ministers.

When we understand that the Greek word, logos, means a word of truth, how does that amplify our understanding of vertical accountability?

What other methods do we use to assure submission in our accountable relationship with God?

- *Prayer of confession*
- *Modeling the example of Jesus*
- *Remembering and obeying his Word*

Horizontal Accountability (PP4) – Alcoholics Anonymous is world famous for developing the 12 step plan for overcoming alcohol addiction. What is often overlooked is their success in modeling an accountability process through a sponsor and a revealing prayer to God.

Questions for Conversation

What does submission mean in the context of relationships? What are some examples of our submission in horizontal accountability?

Submission must be mutual. I submit to your invited role of positively judging me – speaking into my life. You submit to my need and openness for frank, honest and encouraging discussion.

Why should we submit to one another? Isn't God and my spiritual leader enough?

After some discussion, explain, Scripture is clear. In Eph 5:21 we see we are to submit to one another as a model and an exercise in humility. The Kingdom of God runs on the wheels of humility.

*How is *allelón* a core part of horizontal accountability? How does our understanding of *logos* and *allelón* fuse to form our complete understanding of accountability?*

Let's Talk About Disclosure and Humility (PP5)

Questions for Conversation

Why do you think we are so afraid to let people know who we really are?

Pride is probably the biggest issue for most of us. If humility is the opposite of pride, humiliation is the name of the road that takes you there. God basically says in his Word, "humble yourself or I will do it for you."

What about boundaries? What does another person really need to know about you?"

Follow up, What is the difference between disclosure and "spilling your guts?"

It is neither wise nor necessary for others to know everything about you. When disclosure is put in the context of other centeredness the answer to the question, how much disclosure is appropriate, is simply you only provide as much as is necessary to build trust, provide credible teaching examples and to assure others are not getting a false impression of who you are. Too much disclosure can be harmful to all.

How does gratitude and humility make disclosure possible?

Let's Talk About Teachability and Feedback (PP6)

Questions for Conversation

How do you develop or cultivate a teachable mind, heart and spirit within yourself? If we are not able to accept an encouraging as well as a correcting word from those with who we are in

community, how well will we be able to hear and respond to an affirming or correcting word from God?

When you receive feedback (positive or correcting), how do you feel? Defensive? Wanting to explain? Judging the source? Pushing it away because you aren't comfortable receiving praise?

Seeing the feedback as well intentioned advice worthy of consideration? If your reaction is defensive, check your pride, your false pride which is a mask for insecurity, or your unwillingness to fully submit to authority.

Only when there is submission in, to and with authority as well as those with whom we are in relationship and combined with a genuine desire for humility in our lives are we able to receive feedback in a positive way.

If we haven't prepared our mind and heart, what are some typical responses to feedback from others?

The flesh responds with pride, anger or false humility as three of many possible reactions. If the feedback is critical we may not want to hear that we were wrong or that we need to change. If it is positive false humility or a poor self-image may make the praise difficult to receive and believe.

The Church at Sardis (PP7)

Why do you think the elders of the Church at Sardis were rebuked?

What do you think may have happened to the people in white robes before and after Jesus' rebuke?

When people are not given the opportunity for constructive feedback, what happens?

The Johari Window (PP8)

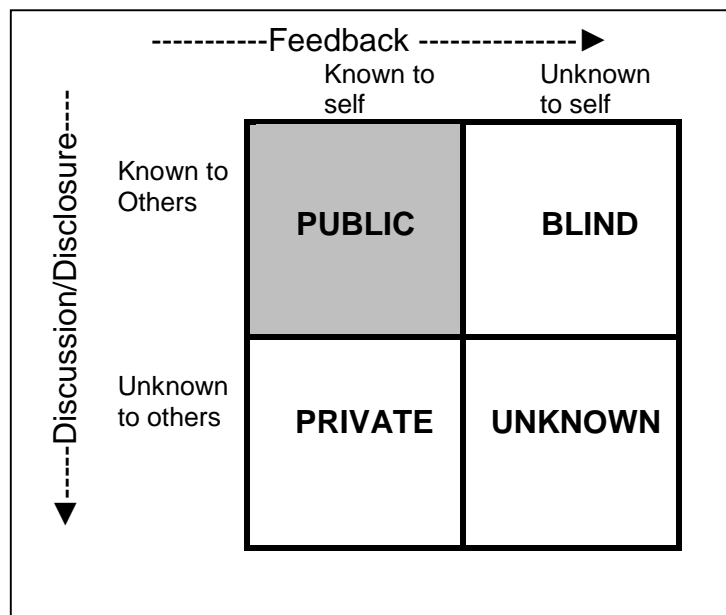
The Johari window is an excellent illustration of what happens when dialogue takes place.

Through facilitated discussion quickly review what the window is and then ask the following questions.

What needs to be present in order for disclosure (enlarging the PUBLIC or Known) to take place?"

Answers should include the following:

- Trust
- Safe Place
- Interested listener
- Boundaries
- Context



- That others really care to know you
- A desire to be more open

What needs to be present in order for feedback(enlarging the BLIND) to be received?

Answers should include the following:

- Receptivity
- Non defensiveness
- Teachable heart
- Humility

Reflection: Read 1 Thessalonians in light of accountability, disclosure and feedback. List examples you see of these three principles of solid relationships as exhibited by Paul and the Church at Thessalonica.