

MAKE IT BETTER

WORSHIP MODULE #1

We believe when our large group environments are excellent, people have the opportunity to encounter God. We are eager to grow in our areas of ministry. We value learning and improving our skills as culture shifts, methods progress, and technology improves.

Competency - Recall feedback and put into practice development conversations I've had with my Coach in an effort to honor the responsibility this ministry requires.

ASSIGNMENTS

Assignment 1: Read Proverbs 1:2-55 and answer the questions.

Assignment 2: Read Article and answer the questions.

Assignment #1:

Read Proverbs 1:2-5 (NASB) and answer the questions below:

To know wisdom and instruction,
To discern the sayings of understanding,
To receive instruction in wise behavior,
Righteousness, justice, and integrity;
To give prudence to the naive,
To the youth knowledge and discretion,
A wise person will hear and increase in learning,
And a person of understanding will acquire wise counsel...

Questions:

1. What does it mean in your life to, “hear and increase in learning?”
2. Are you someone who receives guidance well?
3. Give an example of:
 - a. Receiving guidance well
 - b. Not receiving guidance well, and how you would do it differently
4. Wise people listen but also do something with what they hear. Tell me about a time you have done that?
5. Who is guiding you in this area of ministry?

ASSIGNMENT 2

Too much of a good thing won't be good for long... Less is more when it comes to how we process feedback and experience long term growth. External information as well as self-evaluation are both key to growing in any area of life. Read the following excerpt from Julie Winkle Giulioni, as she shares insights from her leadership blog, Saba, and answer the questions below.

We need to pause... in order to put knowledge gained into practice

Going from knowing about something to really growing and developing requires a pause. New ideas, new approaches, new skills all need some space to settle into the scheme of what we already know and do.

Our minds need to reconcile the new with the old. To really make new insights take hold, we need to consider how they apply more broadly. And we need to plan in very concrete ways the steps we'll take to approach work or behave differently.

We need to give the product of training or development activities the space to breathe. We need to sit with new ideas and knowledge. We need to take time to step back, reflect, internalize, and consciously decide how one will put new insights, skills, and abilities to work... that's where the real payoff occurs.

Five questions to ask to increase your return on training investment

So, the next time you - or those who report to you - engage in a development activity (formal or informal), set aside even 15 minutes for respiration and integration.

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Just five simple questions can dramatically increase the return on your training investment:

- 1. What did I discover about myself? Learning is a process of self-discovery. Gaining a greater understanding of strengths, weaknesses, biases, preferences, and approaches creates a solid foundation for growth and performance.*
- 2. What did I find easiest and most challenging... and what does that mean? Consciously considering the content or experience from this standpoint provides powerful insights into current capacity and areas that may be most important to explore for development.*
- 3. What three to five ideas will most dramatically enhance my performance and results? New knowledge must be translated to actions for it to be productive. But too much of a good thing isn't! Leaving a workshop with 20 ideas to implement is a guarantee that nothing will happen. Identifying just a few high-impact actions generates early results and the momentum to continue to put forth effort.*
- 4. How might I broaden what I've learned to different contexts? Using a new skill as it was taught is great. But finding ways to use that skill in different ways, with different customers, under different conditions... that takes learning to a whole new level.*
- 5. Who would benefit from me sharing what I've learned? Teaching someone else what we know is a powerful way to seal the learning while cementing individual commitment to it in the future.*

Breathe in. Breathe out. Learn.

Julie Winkle Giulioni/Saba Blog

1. Do you agree that the most powerful way of developing your skills is to “learn by doing”? Why or why not?
2. Do any of the 5 development questions challenge you? Why or why not?
3. Have you ever helped anyone evaluate something and create steps to reach a goal? What was it and how was the feedback received? How did giving feedback impact you personally?