



BUILDING ENERGY - WITHIN YOUR TEAM
LEADING JESUS' WAY

Text Pages 44 - 63

VIDEO NOTES

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BUILDING ENERGY - WITHIN YOUR TEAM
LEADING JESUS' WAY CLARIFY

Text Pages 44 - 47

Word: Hold yourself accountable by developing a daily habit of identifying two individuals to praise publicly for demonstrating a value each day.

1.

INDIVIDUAL:

VALUE DEMONSTRATED:

PRAISE OFFERED:

2.

INDIVIDUAL:

VALUE DEMONSTRATED:

PRAISE OFFERED:

Deed: Pick 2 values you will model this week.

1. Example

VALUE: Safety

BEHAVIOR: Keep the workplace clean

ACTION: Pickup trash on floor and throw it away

2.

VALUE:

BEHAVIOR:

ACTION:





BUILDING ENERGY - WITHIN YOUR TEAM
LEADING JESUS' WAY IMPORTANCE OF WORK

Text Pages 48 - 51

Identify specific ways you can tie people's roles to the Foundation of the Family/Team/Organization to further the success of the team.

Example: Schedule a field trip to three client sites to show an installed, completed project

Pick 1 to implement each quarter.





Set up Boundaries and **Put People in Control of the Goal**

1. Determine which Category each employee belongs – some employees are seasoned and capable of working on their own; others are newer or less established and need more direction.
 - a. Assess each employee by passion and competence
2. Set boundaries for each Employee
 - a. Newer Employees:
 - i. Give specific guidance per task
 - ii. Identify specifically what to do, when to do it, and how to do it
 - iii. Their energy comes from learning and completing the task with success
 - b. Seasoned Employees:
 - i. Identify the goal clearly
 - ii. Give authority to the employee so they can make decisions and create solutions as needed to reach the goal
3. Take the “Coach Approach” – mentor an employee so *they* ultimately make the decision
 - a. Don't allow people to “push up” decisions. When they ask for answers possible responses might be:
 - i. What are you thinking about the possibilities?
 - ii. What do your instincts tell you?
 - iii. Maybe there isn't only one answer
 - iv. My answer might not be right for you
 - v. This about you, not about me
 - vi. I have confidence in you. Your solution is best





BUILDING ENERGY - WITHIN YOUR TEAM
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Text Pages 52 - 56

Action: Assess each of your employees and their goals:

1.

PERSON:

GOAL:

COMPETANCE LEVEL:

BOUNDARIES:

2.

PERSON:

GOAL:

COMPENTANCE LEVEL:

BOUNDARIES:

3.

PERSON:

GOAL:

COMPENTANCE LEVEL:

BOUNDARIES:

4.

PERSON:

GOAL:

COMPENTANCE LEVEL:

BOUNDARIES:



35 DAYS OF ENCOURAGEMENT

ENCOURAGE ONE ANOTHER DAILY, AS LONG AS IT IS CALLED TODAY...
- HEBREWS 3:13



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WEEK 1

DAY 1

Become aware of what encourages you. Write down the top 5 things that come to mind. Recognize that those same things may encourage others and pray for God's guidance to help you see the opportunities in the upcoming month to encourage others.

DAY 2

Make it a point today to not talk down to people; consider them better than you. "Do nothing from rivalry or conceit, but in humility count others more significant than yourselves." - Philippians 2:3

DAY 3

Get up from your chair, go to another office or part of your organization, seek out a person and simply say something like, "I just came to say 'hi' (or 'good morning,' or 'have a great day,' or 'I appreciate you for ...')." Affirm people's existence and let them know you care about them. Make this a daily habit!

DAY 4

Practice being very specific when you offer words of praise. It will make your encouragement more credible and concrete, "You did a great job at..." "I really appreciate that you..." "I was really impressed that you..."

DAY 5

Find someone today that you would really like to encourage and write a letter of commendation to that person's boss.

DAY 6

Just as God decisively chose Paul in Acts 9, tell your spouse, "I chose you, and I still do." Then let him/her know what you most appreciate about them.

DAY 7

Write a personal letter or note to an employee or fellow co-worker that they can take home or put in a personnel file. Keep a supply of blank note cards at your desk for just such a purpose. E-mails will do, but they are less likely to be pinned up on workspace walls or saved long-term.

Therefore encourage one another and build one another up, just as you are doing. -1 Thessalonians 5:11



WEEK 2

DAY 8

Commend the wisdom and helpfulness of a suggestion somebody has made, especially when the suggester has offered to be a part of a solution to a problem.

DAY 9

Do something positive for your team or co-workers and explain how you were inspired by another person's example. "I brought coffee cake for the office because I see how much the staff enjoys it when you consistently do thoughtful things."

DAY 10

Write to a child and let them know what you appreciate about them. It doesn't have to be your own child; it can be any child that you have encountered recently. It is hard to calculate the lasting effect of an affirmation given to a child.

DAY 11

Honor someone's competence today. "One of the things I admire about you is _____."

DAY 12

Become aware today of your smile. Focus on it and work on carrying a bigger smile more often. A smile can change the trajectory of someone's day.

DAY 13

Loan something of value—books, camping gear, a car, a cabin—as a signal of your willingness to take a risk, having noticed something in another person that elevates your confidence in his/her trustworthiness.

DAY 14

Think of something that is normally not praised because it is simply expected—like refilling the soap dispensers in the restrooms. Customarily, those who have responsibilities for such routine tasks only hear from people when something is broken or not working. Be the one to notice their efforts and commend the faithfulness of the worker who serves others behind the scenes.

**LET NO CORRUPTING TALK COME OUT OF YOUR MOUTHS, BUT ONLY SUCH AS IS GOOD FOR BUILDING UP, AS FITS THE OCCASION, THAT IT MAY GIVE GRACE TO THOSE WHO HEAR.
- EPHESIANS 4:29**



WEEK 3

DAY 15

In the next birthday card or Christmas card you send, include a personal note commending some Christ-like quality you observe in the recipient.

DAY 16

Commend someone for the sensitivity, kindness, compassion, etc. with which he/she treated a third party. You noticed and so does God. Make it a practice to recognize values lived out in positive behaviors.

DAY 17

Quote someone positively in his/her presence. "I agree with Jacob here, who said ..."

DAY 18

Say, "I thank God for you," to someone in your organization or family.

DAY 19

When asked to do a task, consider saying something like, "Nothing would give me more pleasure right now than doing this for you." Serving someone can be affirming of them.

DAY 20

Ask someone's advice. Then listen intently to what they have to say.

DAY 21

Pick one of the key influencers (mentors) that you have in your life, and write them a letter letting them know how much you appreciate them and the difference that they have made in your life. Drop the letter in the mail. (Yes USPS Mail! - Not email)

AND LET US CONSIDER HOW TO STIR UP ONE ANOTHER TO LOVE AND GOOD WORKS, NOT NEGLECTING TO MEET TOGETHER, AS IS THE HABIT OF SOME, BUT ENCOURAGING ONE ANOTHER, AND ALL THE MORE AS YOU SEE THE DAY DRAWING NEAR. - HEBREWS 10:24-25



WEEK 4

DAY 22

Write someone a note to tell them that you're praying for them. Tell them what you're praying about. You can pray specific scriptures for individuals such as Romans 15:13, "[I pray that] the God of hope [will] fill you with all joy and peace as you trust in Him, so that you may overflow with hope by the power of the Holy Spirit."

DAY 23

Look for someone who is discouraged or hurting and offer practical help. If you ask, "How can I help?" the person might be at a loss to answer. Try asking "Would it help if I...(specific action) or say, "I would like to...(specific action)?"

DAY 24

When you introduce someone today, add a few words of praise for the person's abilities, accomplishments, about how they've helped you or about the nature of your relationship. It's encouraging to be praised in front of others.

DAY 25

Remind someone today of the specific promises and characteristics of God. We may know something with our mind, but need to be reminded in our heart. The Apostle Peter wrote, "I will always remind you of these things, even though you know them and are firmly established in the truth you now have." 2 Peter 1:12

DAY 26

Make celebration a more regular part of your relationships. Find an opportunity today to celebrate others' victories, large and small, with a note, with coffee together, with a special meal, a congratulatory phone call or just a high-five!

DAY 27

Find someone at least 20 years younger than you today and listen to them and value their ideas. You may be amazed at what you learn.

DAY 28 - Look for an opportunity today to encourage others with a reminder of Christ's coming. It redirects our thinking to an eternal perspective and ultimate deliverance from sin and death. "We who are still alive and are left will be caught up in the clouds to meet the Lord in the air. And so we will be with the Lord forever. Therefore encourage each other with these words." 1 Thessalonians 4:17b-18

Therefore encourage one another with these words.
- 1 Thessalonians 4:18



WEEK 5

DAY 29

Write out five short notes of encouragement on Post-It Notes and then post them in a person's office or workspace.

DAY 30

Make it a point today to recognize the power of presence. Just being there is encouraging! When you're with others, you're telling them that they are important. Take an extra tour of the office / factory / organization and just "be" with your people.

DAY 31

Pick three people today and tell them how they have encouraged you and thank them for impact.

DAY 32

Use encouragement as an outreach. Look for someone today that you might not normally interact with on a daily basis and drop them a note / email / card to let them know how much they are appreciated. Examples of people that you might do this for might include: your doctor, your pastor, your child's teacher, your apartment manager, your accountant, your financial advisor, etc. Take time to say "Thank you!"

DAY 33

Look for someone today that is making positive changes in their life and affirm them for the actions that they are taking. "You seem to have a really great attitude about..." "It may be that I'm just starting to take notice, but I see that you're..." "Do you think that you are becoming more...?"

DAY 34

Be quick to listen today and slow to talk! Sometimes, the best encouragement is a listening ear.

DAY 35

Pick up the phone today to listen and encourage someone who lives far away. Focus on listening and ask them about their current challenges and offer assistance to help them with prayer or other ways.

ANXIETY IN A MAN'S HEART WEIGHS HIM DOWN, BUT A GOOD WORD MAKES HIM GLAD. - PROVERBS 12:25



REFLECTION

WHAT WERE YOUR KEY DISCOVERIES THIS MONTH AFTER BEING INTENTIONAL ABOUT ENCOURAGING PEOPLE ON A DAILY BASIS:

FINALLY, BROTHERS, WHATEVER IS TRUE, WHATEVER IS HONORABLE, WHATEVER IS JUST, WHATEVER IS PURE, WHATEVER IS LOVELY, WHATEVER IS COMMENDABLE, IF THERE IS ANY EXCELLENCE, IF THERE IS ANYTHING WORTHY OF PRAISE, THINK ABOUT THESE THINGS. - PHILIPPIANS 4:8



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Text Pages 64 – 67; 106 - 107

VIDEO NOTES

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BUILDING ENERGY – INVESTING IN THE TEAM
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Text Pages 106 - 107

The final key in building energy is to invest time into people. Making the time to conduct regular One-On-One Meetings with your people will ensure true connections and to enable you to effectively coach them to build performance.

List the advantages that One-On-One Meetings accomplish:

List coaching questions you can ask during these One-On-One Meetings:





BUILDING ENERGY – INVESTING IN THE TEAM
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Text Pages 106 - 107

What steps can you put in place to ensure your commitment to One-On-One Meetings with your team?

What process did Jesus use to help build energy for His team? How can you use these same principles in your life?

