

LEADERSHIP LAB

Moving from Criticism to Building People

- Developing a Soul of Encouragement
- Building others is one of the greatest ways we can invest our time.
- Just like any building, you need a stable and strong foundation. That represents our relationship. In the context on how we give encouraging feedback and constructive criticism.
- Ephesians 4:29 Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.
- “Unwholesome” means *rotten*.
- Rotten – gossip, slander, bitterness, anger, negativity
- How can you tell if something is rotten?
 - It does not nourish.
 - It will probably make you sick.
 - It makes the atmosphere unpleasant.
 - It comes from a diseased tree.
- We need to give words that **nourish** others.
- It’s important to know if and when we need to deliver constructive criticism. Unsolicited criticism is rarely received well. We must ask the question, have I earned the right to speak into that person’s life?
- When we encourage others, we actually give them courage. They start to operate **IN** courage. There are so many people who need courage to fulfill their dreams. Many people are waiting for permission to chase after their dreams. Encouraging people reminds them of their worth and helps position them to start running after those dreams.
- People who are negative and critical have the opposite effect (discouragement)

How to Build People:

1. Take time to encourage every person you come in contact with.
2. Be specific in your encouragement. General encouragement doesn’t go as far. Saying something specific about someone means a lot.
3. Try different ways to encourage people (verbally, note, publically).

Discussion Questions:

1. Who is someone you know who builds others up?
2. Did you ever have someone who always had rotten words? How did that affect your relationship with them?
3. What will you do to be a person that builds others up?