



## SECTION IV – LESSON #18

**SUMMARY:**

This lesson focuses on how we can most effectively inspire and draw the best out of those with whom we work. Moreover, you will see that the source of all personal and motivational problems is a lack of vision.

**MAIN LESSON IDEAS:**

- Problem-solving begins with the re-igniting of a compelling vision that pulls people up to the disciplines necessary to achieve it.
- We must master the skills of discerning and building upon tested people who hear our “sound,” protecting and preparing them for the inheritance of our lives.
- The “righteousness-consciousness” distinctive keeps us in both humility and constant maturation.
- Stimulating the concepts of destiny, militancy, family, and servanthood empowers people to press through problems and obstacles.

# Stimulating the Commitment of Others

by Dennis Peacocke

- I. Ultimately, all discipline problems are personal vision and personal motivation problems.
  - A. The scripture says that we “rot” or “cast off restraint” without biblical vision in our lives (Prov 29:18).
    1. Discipline: The fusion of a compelling vision and the constant removal of that which opposes it.
    2. The vision must be prophetic (“God-breathed”). *It must* appeal to some part of man that is noble and innate. Ultimately, money and material gain will not motivate a healthy person.
    3. The gift of the leader is the gift to impart vision and keep it alive in the hearts of people. The managers help make it happen, i.e., put “feet under it.”
  - B. Nehemiah is a biblical example of the classic leader.
    1. His vision of rebuilding the city (Ezra pressed to rebuild the temple) was God-breathed and powerfully imparted to the people (Neh. 2:17-18).

2. He broke the vision down and made it totally personal to the people.
3. He recognized the enemies of the vision and kept them away from the people.

*When Sanballat heard that we were rebuilding the wall, he became angry and was greatly incensed. He ridiculed the Jews, and in the presence of his associates and the army of Samaria, he said, "What are those feeble Jews doing? Will they restore their wall? Will they offer sacrifices? Will they finish in a day? Can they bring the stones back to life from those heaps of rubble – burned as they are?" Tobiah the Ammonite, who was at his side, said, "What they are building – if even a fox climbed up on it, he would break down their wall of stones!" Hear us, O our God, for we are despised. Turn their insults back on their own heads. Give them over as plunder in a land of captivity. Do not cover up their guilt or blot out their sins from your sight, for they have thrown insults in the face of the builders. Nehemiah 4:1-5*

4. As their leader, he refused to be side-tracked by lesser things (Neh. 6:1-4).
5. What is the vision you carry for yourself, your family, church, business, or nation? Are you communicating it effectively and guarding your people from Sanballat and Tobiah (Neh. 4:13-14)?

C. Godly vision pulls nobility out of people (Eph.1:18-23).

1. Our ultimate spiritual ministry is to call people up to lay hold of what Christ created them to do and be (Phil. 3:12).
2. Vision unites our hearts (Ps. 86:11) and causes people to ask the right questions (Acts 2:38, "What must we do?").
3. If people aren't asking the right questions, we haven't yet communicated the vision clearly enough.

D. People catch what you are, not what you preach.

1. You must *be* (embody), to a high degree, the vision you preach for it to have the power to motivate people.
2. Our job as leaders is to find, "What shall I cry out?" (Isa. 40:6)
3. The power of the "sound" of the vision comes from being in tuning-fork synchronization with the vision and purposes (DNA) God has established for the company (family, etc.) and those individuals called to serve it (Deut. 19:15; Rev. 22:17).

E. There are essentially seven major components of human need and interest. "Vision" speaks to them.

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|--------------|--|
| 1. Belonging | 4. Self-Worth (responsibility)                     |
| 2. Identity  | 5. Discovery – Adventure                           |
| 3. Security  | 6. Self-interest (pride, power, lust)(1 John 2:16) |
|              | 7. A love for truth (John 3:19-21)                 |

- F. The structures and job descriptions of your key people must include the constant responsibility to keep the vision in front of the people.
1. This is a #1 resource allotment priority. How are you doing this at home, church, work, etc.?
  2. Scripture reminds us of the necessity of reinforcing vision (Deut. 6:6-9).

II. Enemies and obstacles to your vision or fulfilling the vision that God has given you:

- A. Are you sharing your vision with people who can really hear you? And if not, why not?"
1. Those God has given to us can "hear our voice" (John 10:4). "Sons" hear our voice.
  2. If they *demonstrate* that they can hear, we offer more time to them by inviting them to "come and see" (John 1:39).
  3. If they survive a "crisis of offense" with us (John 6:66-68; Mt. 11:6), we can begin to build on them.
  4. If they continue to follow, we begin to truly disciple them as potential leaders and future sharers of intimacy (John 15:15).
- B. It is necessary to use our discernment to build upon the right people, cultivate our vision, and see potential enemies or obstacles to the vision.
1. Good leaders "see in the dark" (Isa. 11:1-3).
  2. Good leaders recognize that "beams in our own eyes" (Mt. 7:3) cloud our ability to see people clearly. Ambition can blind us!
  3. Christian leaders pray for and rely on spiritual discernment as well as natural reason and observations.
  4. "Project orientation" can make us see people the way we want them to be, for the sake of the project, rather than the way they really are.
  5. "Momentum" gets us to move at a speed which we cannot successfully maintain or administrate (Deut. 7:22).

6. Good leaders don't let too much distance get between them and their next line of leadership (Mt. 16:13-20).
7. Good leaders recognize the "robbers" (John 10:10) – people who expect the privileges of commitment but are unwilling to pay the same price everyone else does. They are always the "exception."
8. Good leaders recognize the "groupie": *you're great, but they don't want to fellowship with their brethren.*
9. Good leaders recognize the "wolves": they gravitate towards the hurting people on the edge of the flock to "help them." The fruit of their "help" is accusation or suspicion against the leadership. The wolves often carry the Absalom spirit.
10. Good leaders recognize the "ringers": people who take lots of time but don't change.
11. Good leaders recognize the "users": they want *you* but don't show interest or respect to those around you or your family.
12. All of these people (#7 to #11) should be confronted and helped to change, or be released. The Holy Spirit will tell you how and when. Look for the right "opening" when they are doing what needs correcting!

### III. The "righteousness/consciousness distinctive":

- A. "Righteousness" is my standing before God (1 Cor. 1:29-30; Eph. 2:8-10; 4:21-24; Phil. 2:12-13).
  1. Christ is my standing before God. My life is "in Christ" as the book of Ephesians tells us thirty-five times!
  2. People (us) may be "righteous" (saved) but still not very "conscious."
- B. "Consciousness" has to do with my ability to be aware of self and others in terms of –
  1. How in touch I am with why I am doing what I am doing, or even that I am doing it (unconscious incompetency, as already discussed)
  2. My effect on others
  3. What other people do, and why they behave that way
  4. In order to successfully lead people or cast a vision, we must be conscious enough to lead them!
  5. All Christians are righteous, but not all Christians are necessarily extremely conscious, as Jesus pointed out (Luke 16:8).

6. Unsaved people, with whom we work, only know how to keep score on a consciousness level; if they understood righteousness, they would be saved.
- C. There are four major areas of “I.Q.” related to consciousness that we look for in ourselves and those we lead, especially as it relates to both disciplining them and motivating them.

**A—PHYSICAL I.Q.**

1. Control of body movement
  - body movement skills
  - grace and motion
  - trained athletic skills
  - posture, etc.
2. Eating habits and relationship of body care to self and well-being
  - diet
  - exercise
  - sleep
3. Social awareness
  - breath, odor
  - neatness, etc.
  - removal of disturbing habits (i.e., shuffling feet, clucking, feigned laughter, sour expression, etc.)
4. Physical disciplines
  - ability to endure pain without complaint or emoting
  - voice inflections
  - “body language” awareness and control
  - development of will power through bodily disciplines (2 Tim. 2:3-10; 1 Cor. 9:23-27)
  - discreet dress

**B—RELATIONAL I.Q.**

1. The cultivation and development of sensitivity to others
  - seeing our effect on others
  - cultivating the ability to see others’ point of view
  - manners and etiquette
  - asserting and preferring
  - discernment of others’ gifts and character
  - empowerment and manipulation
2. Teaching—training skills
  - ability to receive life, truth from others (impartation)
  - ability to discern whom you can and cannot teach
3. Covenant—community skills
  - a revelation of our corporate life in God
  - the ability to make and hold covenants
  - appropriate relationships



**C—SELF I.Q.**

1. The awareness and the harnessing of inner attitudes
  - fear, hate, envy, lust, greed, affection, joy, humor, etc.
  - the ability to hold or release appropriate emotions at the appropriate time
2. The awareness of strengths, weaknesses, and tendencies
3. The cultivation of spiritual life
  - open and self-revealing
  - cultivation of faith
  - cultivation of death to selfishness vs. killing our souls

**D—KNOWLEDGE AND FACT I.Q.**

1. Secular training
  - education (breadth, depth)
  - testing, facts
  - retained facts
2. Biblical worldview integration (prayer and the Word)
  - the ability to relate cause to effect and spiritual linkage, i.e., “This is that” (Acts 2)
  - study and interpretation of particular academic disciplines (physics, math, language, etc.)
  - scripture memorization
3. Self-conscious knowledge
  - knowing what you know deeply enough to explain and impart it

## IV. Attributes of commitment

### A. Destiny

1. Self-worth: "I am of value – it matters that I am alive."
2. Honor: "I will sacrifice for truth, and what God has called me to do."
3. Uniqueness: "God carefully conceived me to serve Him."
4. Historical Vision: "I was placed here in time by God to serve His purposes for my generation."
5. Faith: "God longs to see me do what He says I can do."
6. Purpose: "I know why I am here."
7. Leadership: "Because of my (our) destiny, I (we) can withstand trials and oppositions."

### B. Militancy

1. Clear Leader: "Jesus is a fighter, so I must be too."
2. Fearlessness: "I am not afraid if He isn't."
3. Nobility: "The price of victory is worth the pain."
4. Reality: "I expect conflict, and I prepare for victory."
5. Eternal Values: "My truth is expensive, but it stands up to life."
6. Aggressive: "I hate what Satan does to people."
7. Sobriety: "I know there are casualties."
8. Discipline: "If I get out of condition, I will be removed from my place in the battle."

### C. FAMILY

1. Belonging: "I am a part of something bigger than myself."
2. Sensitivity: "I want to honor my family and care for them."
3. Longevity: "Our family in God is eternal."
4. Teamwork: "As a team we can do what I could never do alone."
5. Placement: "I have a distinct and necessary part to play in our family."
6. Oneness: "My lot is cast with those to whom God has joined me."

### D. SERVANTHOOD

1. Selflessness: "My life is found in being spent."
2. Patience: "Out of sacrifice, God will give me what is mine."

3. Outwardness: "I look for people on whom God wants to spend me."
  4. Love: "I serve real people as the embodiment of my love for God and truth."
  5. Priesthood: "I am a servant to God and people."
  6. Leadership: "I am training to lead and rule as my ability to serve is perfected."
- V. Five basic attributes we need as disciples in order to *be* the vision we want to communicate.
- A. (Spiritual Life)  
I study God's Word daily and spend time in prayer.
  - B. (Spiritual Authority)  
I hear and obey orders from both God and man.
  - C. (Personal Discipline)  
I discipline my body, soul, and spirit regularly as a way of life.
  - D. (Relational Priorities)  
I invest my relational time with other disciples and those seeking to become disciples.
  - E. (Strategic Living)  
I pursue the discovery, development, and release of God's gifts in my life and seek to live strategically.