



INTRODUCTION

Every relationship has a climate—sunny, stormy, or even icy. Many of us are unaware of the emotional climates we carry around with us.

USING THIS GUIDE

1. Print a copy of the guide for each member of your group.
 2. Watch the video as a group and use the guide to follow along and take notes.
 3. Complete the discussion questions when prompted by the video.
-

PART I

VIDEO NOTES

THE CLIMATE OF YOUR RELATIONSHIPS IMPROVES WHEN CONFLICT IS **RESOLVED**, NOT **IGNORED**.

*Never let **loyalty** and **kindness** leave you! Tie them around your neck as a reminder. Write them deep within your heart. Then you will find favor with both God and people, and you will earn a good reputation. Proverbs 3:3-4*

Conflict avoiders need to think: “I’d rather be bad at conflict than disloyal.”

Conflict enjoyers need to think: “I want to hear as much as be heard.”

**DISCUSSION QUESTIONS
BEGIN ON THE NEXT PAGE**



LET'S TALK ABOUT IT

1. Jeff stated that two of the most common limiters and killers of careers are:
 - The inability to understand the emotional needs of people they work with
 - The inability to understand one's own emotional and relational climate

How have you seen this play out at the work place?

2. Do you have a relationship in need of a climate change?
3. Using the relationship you noted in question two, how does that person's climate influence your behavior and your climate?
4. In the message Jeff cautioned: Be aware of your emotions. Don't become your emotions. In Genesis 4 Cain was angry that his offering was unacceptable to God, and he allowed his anger to dictate his actions. Share a time when your emotions influenced your actions and it had a negative result.
5. This week's homework requires courage, humility, and vulnerability. Which of these will be most difficult for you?
6. Before you go ...
 - a. Spend a few minutes individually identifying three people you will connect with and ask, "*What's it like to be on the other side of me?*"

- b. Share your list with your group. If you're comfortable, identify which of the three seems most daunting.

THIS WEEK...

Ask three people in three different areas of your life (i.e. marriage, work, friends), "*What's it like to be on the other side of me?*" Remember not to follow up their answers with an explanation, rationalization or commentary. Just listen. Use the next page to document the feedback you receive. Start your next group meeting reviewing the responses.

**WHAT'S IT LIKE TO BE ON
THE OTHER SIDE OF ME?**

PART 2

VIDEO NOTES

The Lord looked with favor on Abel and his offering, but on Cain and his offering he did not look with favor. So Cain was very angry, and his face was downcast. Then the Lord said to Cain, “Why are you angry? Why is your face downcast? If you do what is right, will you not be accepted? But if you do not do what is right, sin is crouching at your door; it desires to have you, but you must rule over it.”

Genesis 4:4-6

BE AWARE OF YOUR EMOTIONS. DON'T BECOME YOUR EMOTIONS.

Then the Lord said to Cain, “Where is your brother Abel?” “I don’t know,” he replied. “Am I my brother’s keeper?” Genesis 4:2-9

What’s it like to be on the other side of me?

LET’S TALK ABOUT IT

1. Are you a conflict enjoyer or a conflict avoider?
2. What conflict are you in the middle of enjoying or avoiding?
3. How is conflict managed in your workplace? How does it impact the climate of the office?
4. Solomon tells us that if we focus on loyalty and kindness, we will find favor with both God and people. Below are ideas of ways to incorporate loyalty and kindness in conflict. Check the boxes for the statements that stand out to you and discuss your checked boxes with the group.

LOYALTY is . . .

- Providing feedback because I want the best for someone
- Not minimizing or ignoring *my* feelings in an effort to maintain harmony
- Providing uninvited caution or counsel with a pure motive
- Being proactive in addressing concerns rather than waiting for the other person to initiate
- Choosing to trust as opposed to being suspicious
- Other: _____

**DISCUSSION QUESTIONS
CONTINUE ON THE NEXT PAGE**



KINDNESS is . . .

- Prioritizing the other person's feelings over your own
- Listening first before jumping in with my own opinion
- Validating the other person's feelings and showing empathy
- Considering the possible external factors for why the person thinks/feels like he does
- Considering my body language and attitude while I address conflict
- Being approachable
- Other: _____

5. In the message, Jeff describes the Fundamental Attribution Error (FAE). Put simply, the FAE is when two people wrongly assume each other's motive. What are some ways you can avoid the fundamental attribution error as it relates to the conflict you noted in question two?

THIS WEEK . . .

When conflict surfaces, try out these tactics:

CONFLICT AVOIDERS > ENGAGE.

THINK: I'D RATHER BE REALLY BAD AT CONFLICT THAN BE DISLOYAL.

CONFLICT ENJOYERS > LISTEN.

THINK: I WANT TO HEAR AS MUCH AS BE HEARD.