

INVESTMENT GUIDE

Thank you for intentionally investing in another person. This guide is most effective when both people respond to the questions below. It will be mutually helpful. Also, as you enter this investing relationship, determine both a consistent time to meet (at least two times a month) and a potential duration for the investing (potentially over a three to six-month period).

1. How are you? What word describes your last two weeks? Why this word?
2. How are you connecting with God and others consistently? What impact is this having on you?
3. What are your relational needs? How are you addressing them? (see back of card)
4. What is your biggest challenge in your role right now? What are you doing to address it?
5. What leadership development goal are you currently pursuing (i.e., leading myself, leading others, leading organizationally, and communication)? Have you made it a SMART goal? (see back)
6. What are you learning? Is there a book or topic we might look at together?
7. What can I be praying about for you?

21 RELATIONAL NEEDS

GRACE ↑

BE PRESENT

I NEED

Acceptance:
Containment:
Empathy:
Validation:
Identification:
Comfort:

I NEED YOU TO

Connect with the real me, with no judgement, as I am condemning myself internally.
Let me vent and just have the feelings without fixing me.
Take on my perspective without judgement and let me know you feel what I am feeling.
Let me know my feelings are significant and not to be dismissed or minimized.
Share your own similar experience to help me see that I'm not the only one who struggles.
Be present with me when I need to grieve a loss.

TRUTH ↓

CONVEY
GOOD

Affirmation:
Encouragement:
Forgiveness:
Celebration:
Prayer:

Tell me you notice I'm doing something good that requires effort. (Now-oriented.)
Let me know you believe in me to continue on. (Future-oriented.)
Let me know my debt is canceled and help me cancel debts owed to me.
Acknowledge a success in my life with me.
Ask God to connect with me and help me.

DISPENSE
TRUTH

Clarification:
Understanding:
Perspective:
Feedback:
Wisdom:

Ask me a few questions to help me get to the real issue and solutions.
Let me know you comprehend my situation.
Help me connect the dots at a deeper level.
Tell me how you experience me so that I can be aware of how I come across.
Give me information from the Bible or experience that can help me.

CHALLENGE
ACTION

Confrontation:
Advice:
Structure:
Exhortation:
Altruism:

Point out something I'm doing that is setting me back so that I can stop it.
Recommend some constructive action to help me change and grow.
Help me establish an effective path.
Move me beyond my comfort zone to high levels of performance.
Help me serve and give back to others what I have received.

SMART GOALS

SPECIFIC

Narrow the focus

MEASURABLE

Determine a metric to determine progress

ATTAINABLE

Make it stretching but also realistic

RELEVANT

Make sure it connects to the overall purpose

TIMELY

Determine a date for completion