



Build the Wall – Build a Life – Build a Leader – CONFLICT RESOLUTION

All men have at some time and to some degree experienced having the walls to their heart torn down by the enemy in various ways. Your heart is like a city, which you are to protect from all forms of attack. Your heart is made up of your whole person—your mind, will and emotions. When the walls of your heart are torn down, the enemy has a free access to your mind, your emotions, or your choices. He comes in to deceive you into thinking destructive thoughts about who you are. He comes in to stir up your emotions with anger, confusion, depression, bitterness and shame. He comes in to influence or control your choices. When the walls are torn down you are vulnerable to addictions and uncontrolled thoughts, which invite you to believe lies about yourself and reality. You must confront the lies, be a leader and initiate the work of rebuilding the walls of strength, definition, and leadership. The story of Nehemiah is a narrative of leadership and the rebuilding of a life – a leader in the context of the community of God.

Highland Colony Men's Roundtable
www.MensTable.com

Summary: A Man knows that conflict must be faced.

Bible Verses: Nehemiah 6:15,16, Nehemiah 5:1-13.

Music: I Shall Not Be Moved – Blind Boys of Alabama

Video: Office Space – Did You Get The Memo

Resources: Nehemiah – Becoming a Disciplined Leader by Gene Getz

Nehemiah – Overcoming Challenges by Bill Hybels

The Emotionally Healthy Leader by Peter Scazzero

October 20, 2016

Nehemiah: We Have a Problem – Neh. 5:1-13.

1. Conflict must be _____ – Nehemiah 5:1-6. Nehemiah was leading the people to rebuild the wall. Many had dedicated themselves to the goal and were unable to give attention to basic family needs. There was a famine in the land. Enemies were taking advantage of the people. Nehemiah had enough. He responded with anger (6:6). Nehemiah was tired of “bad guys exploiting God’s work and people.
 - a. We are running out of food – 5:2.
 - b. Running up debt to pay for food – 5:3.
 - c. Borrowing money to pay taxes and being charged high interest rates – 5:4.
 - d. Losing property because of debt and selling their children into slavery – 5:5.

Nehemiah: Time to Lead – Nehemiah 5:7-13.

1. Call for _____
 - a. Time of Solitude and Consideration > “I consulted myself” – 5:7. The Hebrew word means “to give oneself advice” or to “counsel oneself.” Self talk is important.
 - b. Faced the issue > Nehemiah “held a great assembly against them” (5:7). He “set up a pulpit” and rebuked those who were violating God’s commands.
 - c. Tell the Truth > Nehemiah called out those who were selling their brothers into slavery (5:8).
 - d. Do the Right Thing > Nehemiah called the people to do the right thing (5:9).
 - e. Model of Integrity > Nehemiah asked the people to do what he was doing. He modeled integrity (5:10).
 - f. Make the wrong right – make restitution > “return what you have taken (5:11).
 - g. Do it NOW! (5:11). Nehemiah exhorted his people to deal with their sins immediately.
2. Response of _____ > The people responded – “we will do exactly as you say.” (5:12)
 - a. Promise > Nehemiah asked them to promise publicly that they would do what they had promised (5:12).
 - b. Seal the oath > Nehemiah graphically visualized the grave consequences that would come if they lied to God (5:13).

THE TEN COMMANDMENTS OF HANDLING CONFLICTS by John Maxwell.

Note: Work Together to find a resolution that allows both of you to win.

1. _____ **the 101% Principle.** What’s that? “Find the 1% that you agree on and give it 100% of your effort.” Writer Cullen Hightower said, “There’s too much said for the sake of argument and too little said for the sake of agreement.” The first and best response when conflict emerges in a relationship is to actively search for the areas where you already agree. It’s the quickest way to start moving the conflict toward resolution.
2. _____ **more than opinions.** Do you know anyone who does the opposite? How much conflict does he or she experience in life? It’s my belief that anyone who loves his opinions more than his friends will defend his opinions and destroy his friends. Focus on the relationship over and above the issue, and you’ll keep the lines of communication open.
3. _____ **the benefit of the doubt.** I’ve often said that to handle yourself, you should use your head. But to handle others, you should use your heart. It’s natural to do the opposite: To let ourselves off the hook while we demand perfection from others. Assume right motives from the person you’re in conflict with. This defuses defensiveness and allows you both to focus on solving the problem at hand.
4. **Learn to be _____.** Thomas Jefferson famously said, “In matters of principle, stand like a rock. In matters of taste, swim with the current.” Ask yourself two important questions: “Does this really make a difference?” and “Will I care about this tomorrow?” If you answer “no,” then perhaps you can compromise on your position.
5. _____ **for the other person in the conflict.** Years ago, in their policy for dealing with angry customers, Enterprise Car Rentals urged staff to “never let the customer lose face.” It’s tempting in a conflict to try to argue the other person into a corner, to try to force them to agree with you. But it’s more realistic and effective to gently persuade them, so they can compromise without feeling like they’ve lost.
6. **Check _____.** It’s been said that if Joe has a problem with Paul, and Joe has a problem with Karen, and Joe has a problem with Samuel, then maybe Joe is the problem. Is conflict a frequent part of many of your relationships? Perhaps it’s time to take a look in the mirror and see if your actions or attitudes are the cause of the recurring conflict.
7. **Don’t _____.** When conflict arises, it’s important to keep it in perspective and react appropriately. How big of an issue is it, really? Does your reaction match it in intensity? If not, then you might be responding to an underlying issue or something from your past. I believe that when my response is more intense than the issue at hand, then my response is often about something else. That’s something I need to resolve with myself.

8. **Don't** _____. Contrary to how it makes us feel, most conflict is not directly about us. Instead, it's a problem to be solved by two or more people. Avoid the blame game, and you'll have a clearer head for approaching the problem logically.
9. _____ **the conflict.** In spite of our best efforts, we will all have conflict with other people, because they're not just like us. They have different personalities, beliefs, and desires, so there will be disagreements and misunderstandings. Rather than running from conflict, or reacting with horror when it comes up, focus on resolving it together and making it a learning experience. It's been said that conflict can give you either ulcers or understanding.
10. **Take a** _____. This is the hardest part. When faced with the potential for conflict, we may be tempted to disconnect and distrust. We think that will avoid pain. But the reality is that everyone in relationship gets hurt. I made the decision a long time ago that I would rather risk being hurt than keep people at a distance. So I choose every day to be vulnerable with others, to believe the best about them, and trust them.

Action: Journal This!

1. A Leader addresses his own brokenness. With God's help, I will begin immediately to address the following personal issue in my life _____ . What relationship is challenging you?
2. With those who I am involved with consistently, I devote time to helping them in their inner life with God.
3. I do not avoid difficult conversations with those that I am involved with consistently.

Bible Verses

<p>Nehemiah 6:15,16 The wall was finished on the twenty-fifth day of Elul. It had taken fifty-two days. When all our enemies heard the news and all the surrounding nations saw it, our enemies totally lost their nerve. They knew that God was behind this work.</p> <p>Nehemiah 5:1-13 A great protest was mounted by the people, including the wives, against their fellow Jews. Some said, "We have big families, and we need food just to survive." Others said, "We're having to mortgage our fields and vineyards and homes to get enough grain to keep from starving." And others said, "We're having to borrow money to pay the royal tax on our fields and vineyards. Look: We're the same flesh and blood as our brothers here; our children are just as good as theirs. Yet here we are having to sell our children off as slaves - some of our daughters have already been sold - and we can't do anything about it because our fields and vineyards are owned by somebody else." I got really angry when I heard their protest and complaints. After thinking it over, I called the nobles and officials on the carpet. I said, "Each one of</p>	<p>you is gouging his brother." I told them, "We did everything we could to buy back our Jewish brothers who had to sell themselves as slaves to foreigners. And now you're selling these same brothers back into debt slavery! Does that mean that we have to buy them back again?" They said nothing. What could they say? "What you're doing is wrong. Is there no fear of God left in you? Don't you care what the nations around here, our enemies, think of you? "I and my brothers and the people working for me have also loaned them money. But this gouging them with interest has to stop. Give them back their foreclosed fields, vineyards, olive groves, and homes right now. And forgive your claims on their money, grain, new wine, and olive oil." They said, "We'll give it all back. We won't make any more demands on them. We'll do everything you say." Then I emptied my pockets, turning them inside out, and said, "So may God empty the pockets and house of everyone who doesn't keep this promise - turned inside out and emptied." Everyone gave a wholehearted "Yes, we'll do it!" and praised God. And the people did what they promised. "Remember in My Favor, O My God"</p>
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I SHALL NOT BE MOVED By Blind Boys of Alabama

(Chorus)

I shall not, I shall not be moved
I shall not, I shall not be moved
Just like a tree planted by the water
I shall not be moved

(Verse)

I've got the fire and the Holy Ghost, I shall not be moved
I got the fire and the Holy Ghost, I shall not be moved
Just like a tree that's planted by the water
I I I shall not be moved

(Chorus)

I shall not, I shall not be moved
I shall not, I shall not be moved
Just like a tree planted by the water
I shall not be moved

(Verse)

On my way to heaven!
I shall not be moved
On my way to heaven!
I shall not be moved
Just like a tree planted by the water
I shall not be moved

(Chorus)

I shall not, I shall not be moved
I shall not, I shall not be moved
Just like a tree planted by the water
I shall not be moved

I shall not be moved

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BUILD THE WALL

Build the Walls – Build a Life—Build a Leader!

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Rebuild the Wall – Conflict Resolution

Nehemiah 6:15,16

Nehemiah: We Have a Problem – Neh. 5:1-13

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Nehemiah: Time to Lead – Nehemiah 5:7-13

1. Call for Action.

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Note: Work Together to find a resolution that allows both of you to win

1. **Obey the 101% Principle.** What's that? "Find the 1% that you agree on and give it 100% of your effort." Writer Cullen Hightower said, "There's too much said for the sake of argument and too little said for the sake of agreement." The first and best response when conflict emerges in a relationship is to actively search for the areas where you already agree. It's the quickest way to start moving the conflict toward resolution.
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3. **Give others the benefit of the doubt.** I've often said that to handle yourself, you should use your head. But to handle others, you should use your heart. It's natural to do the opposite: To let ourselves off the hook while we demand perfection from others. Assume right motives from the person you're in conflict with. This defuses defensiveness and allows you both to focus on solving the problem at hand.
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5. **Provide an escape hatch for the other person in the conflict.** Years ago, in their policy for dealing with angry customers, Enterprise Car Rentals urged staff to "never let the customer lose face." It's tempting in a conflict to try to argue the other person into a corner, to try to force them to agree with you. But it's more realistic and effective to gently persuade them, so they can compromise without feeling like they've lost.

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6. **Check your own attitudes.** It's been said that if Joe has a problem with Paul, and Joe has a problem with Karen, and Joe has a problem with Samuel, then maybe Joe is the problem. Is conflict a frequent part of many of your relationships? Perhaps it's time to take a look in the mirror and see if your actions or attitudes are the cause of the recurring conflict.

7. **Don't overreact.** When conflict arises, it's important to keep it in perspective and react appropriately. How big of an issue is it, really? Does your reaction match it in intensity? If not, then you might be responding to an underlying issue or something from your past. I believe that when my response is more intense than the issue at hand, then my response is often about something else. That's something I need to resolve with myself.

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9. **Welcome the conflict.** In spite of our best efforts, we will all have conflict with other people, because they're not just like us. They have different personalities, beliefs, and desires, so there will be disagreements and misunderstandings. Rather than running from conflict, or reacting with horror when it comes up, focus on resolving it together and making it a learning experience. It's been said that conflict can give you either ulcers or understanding.

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