

GROW

Pastor Handout

CONNECT
CONNECT
CONNECT

GROW
GROW
GROW

SERVE
SERVE
SERVE



ASSEMBLIES OF GOD

GROW

PASTOR HANDOUT

Grow Yourself
Grow Your Team

SESSION 1: GROW Yourself

Building a personal growth plan starts with identifying specific strategies in three key areas.

OUTLINE of This Session

What will I choose as a growth plan?

- How do I learn best?
- What am I interested in?
- What will help me truly grow?

When will I schedule my growth times?

- Schematic for prioritizing personal growth
- Using a weekly calendar template
- Scheduling growth time in your weekly calendar template

Who will hold me accountable?

- Identifying a partner
- Identifying a friend
- Define and date it.

What will I choose as a growth plan?

Finding the right growth plan requires consideration of several factors:

1. How do I learn best?

This question determines which of the three primary learning senses are most effective for you—sight, sound, or touch—and how can you match tools to those senses. For example, if you enjoy reading as a means to learning, sight is an effective learning sense for you. If sound is your stronger path to growth, podcasts or audio books offer great potential. Of course, sight and sound learning can be combined through the use of video materials. Those who learn best by doing (the sense of touch) may find more interactive ways of learning like coaching or classroom learning to be a better strategy.

Determine your preferred learning style so you can be certain to build those learning elements into your plan. But don't be limited to a single strategy. While your plan should be primarily built around your strongest learning style, you'll want to incorporate some use of other strategies along the way. Personal growth can also be found in expanding how you learn, so make some use of strategies other than your most comfortable and primary approach.

→ Place these three learning styles in the order (1-3) that fits you best:

_____ SIGHT

_____ SOUND

_____ INTERACTIVE

Read – Prioritize, but don't limit yourself to leadership and church health texts. You want to expand your knowledge in a variety of areas. Depending on how much you read, you'll want to incorporate books or articles from other genre for about 50% of your growth strategy. A good reading plan might be as follows:

- Church leadership book
- History book
- Theology book
- Church leadership book
- Popular book
- Business book
- Church leadership book
- Fiction book
- Biography
- Church leadership book



Study – Consider taking up a focused study of a topic that interests you such as history, counseling, etc. Here, it is essential that your topic relate significantly to your work. Don't become an expert in something unrelated to your task. If choosing this approach, identify a list of questions you want to find answers to as a way of organizing your study.

Learning Strategies – SOUND

Podcasts – there are a great many leaders who make their insights available to other leaders through podcasts. Usually they can be found on church websites or by asking other ministers for a list of those that they are listening to. Andy Stanley, John Maxwell, Rod Loy, and many other well-known leaders provide regular learning opportunities.

The Influence Podcast - The audio companion to Influence Magazine, this podcast features the premiere voices in church leadership.

Audiobooks – Many excellent books are available in audio book format. They can be purchased, but may also be available at your local public library.

Learning Strategies – SIGHT & SOUND

Videos – Your public library likely has several learning videos, and your ministry friends may have purchased such resources that you can borrow.

Learning Strategies – INTERACTIVE

District schools of ministry, Global University courses, Acts 2 Journey cohort

What am I interested in?

Nothing helps your plan get started quite like pursuing a subject that interests you. What might some of those subjects be?

What will help me grow?

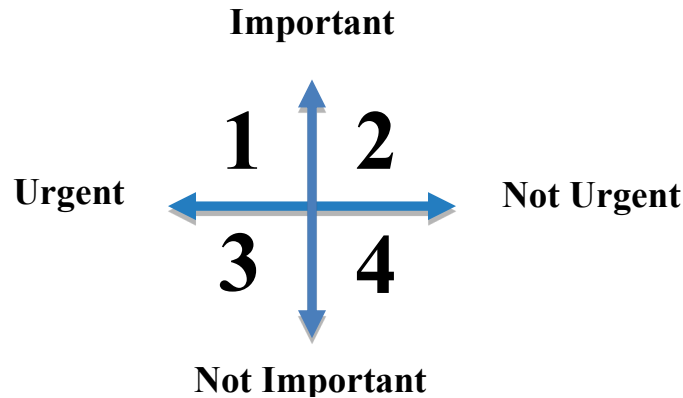
Are there areas where you feel deficient in your current knowledge? While you will want a plan that helps you grow in many areas, starting with something you need to learn can be a great motivator. What subject(s) would help you most right now?

➔ **In the space below, define your personal growth plan:**

2. When will I schedule my growth times?

For most of us, scheduling time for personal growth is the biggest step in establishing our plan. A regular schedule is essential if a new habit will be formed.

Stephen Covey has identified four quadrants that help us understand how we prioritize our time:



Quadrant 1 – those things that are both urgent and important.

Quadrant 2 – those things that are important, but not urgent.

Quadrant 3 – those things that are urgent, but not important.

Quadrant 4 – those things that are neither urgent nor important.

Covey observes that most of us live in Quadrants 1 & 3, and escape our stress by visiting Quadrant 4. Becoming the person I want to be, however, demands that I spend quality time in Quadrant 2. To do that, I must take charge of my schedule. If I don't schedule Quadrant 2 activities like personal growth, I will likely never spend sufficient time with things that are important, but not urgent.

A daily schedule is the key means of achieving more Quadrant 2 activity. Using the weekly calendar tool (Figure 1) on the following page, fill-in your "normal" weekly plan. As you build such a plan, consider the following:

- Be sure activities that require your best mental energy (sermon prep, etc) are scheduled for your times of best mental energy.
- Guard your schedule against non-emergencies.
- Remember that too long in any activity will become unproductive and exhausting. Usually 90 minutes is a maximum stretch for any mental activity.
- Since daily life can be unpredictable, include cushion in your schedule (at least 30 minutes every morning and 30 minutes every afternoon). When you allow time for "interruptions," those moments will be less frustrating.

Using the second weekly calendar tool (Figure 2), build a plan that includes one hour each day for personal growth.

Figure 1.

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00					
9:00					
10:00					
11:00					
12:00					
1:00					
2:00					
3:00					
4:00					

Items to include: Ministry Study – Administration – Counseling – Meetings – Communication – Planning – Other

Figure 2.

	Monday	Tuesday	Wednesday	Thursday	Friday
8:00					
9:00					
10:00					
11:00					
12:00					
1:00					
2:00					
3:00					
4:00					

Items: Ministry Study – Administration – Counseling – Meetings – Communication – Planning – Growth – Other



3. Who will hold me accountable?

Whenever you attempt to establish a new behavior pattern or habit, accountability is critical. Without accountability, we are left without encouragement and limited solely to our own willpower toward the needed change. Usually such limitation destines us for failure. In accountability, two forms are most helpful:

Partnership: Most of us find greater success in a new endeavor when someone else tackles the challenge with us. Just as a “workout buddy” makes going to the gym more fun and more likely, having a partner who has committed to his/her own growth plan, can help you stay focused on your own plan.

Choose a growth partner to contact. Enter their information below:

Partner Name _____ Email _____

Phone _____

How will I communicate with this partner?

A second form of accountability can come from someone who is a regular part of your life and is committed to your effort. A spouse, leader in your church, or friend can provide this form of accountability.

Friend Name _____ Email _____

Phone _____

How will I communicate with this friend?

Be sure to establish BOTH forms of accountability. Remember that the goal of such accountability is encouragement toward this new or expanded habit of personal development.

Even if you already have such a plan in place, adding accountability can enhance your effort—and likely encourage your partner and friend toward this same habit in their own lives.

Now that I have a personal growth plan, the steps I need to take to get started are:

1. _____ DATE TO COMPLETE: _____

2. _____ DATE TO COMPLETE: _____

3. _____ DATE TO COMPLETE: _____

4. _____ DATE TO COMPLETE: _____

5. _____ DATE TO COMPLETE: _____