

## **GETTING PEOPLE TO BELIEVE THEY CAN - RUTH WIMBLE**

Hello everybody, today in our leadership podcast we are looking at the topic of getting people to believe that they can.

I always used to say as a teenager that it's all about confidence and I'd have to say I still agree with that today. If I think of some of the thought processes in my own life that have decreased my confidence and made me feel that I can't be a leader, I'd have to be totally honest and say that the one would be that I am too young to lead in some contexts. The other would be that I am a female and so I can't lead in some contexts and the other would be that I am not married and so I cannot lead in some contexts.

If I had to think of a leader who has had an incredible influence on my life it would have to be my brother Mark. He's spent many hours listening to all of my many opinions and helping me to believe that I actually can lead in many contexts. Because of that I have had the great privilege of leading in contexts when people have been much older than me, where there have been both men and women and in contexts where there have been single people and married people.

We as leaders have an incredible privilege and responsibility to the people who are following us, to believe in them, to help them believe in themselves and to see things in them that they can't see in themselves.

If we were to look practically at how we get people to believe that they can, I would have to say that the first thing is to pray and ask God to help us as leaders to see potential in other people.

I was praying in my connect group a few weeks ago asking God to please show me who the next leaders were because I was looking at all these people and not seeing any potential that was standing out. One of the guys was asked to pray who is a very

quiet guy and he doesn't stand out in the crowd but he prayed such a beautiful prayer.

In that moment my eyes were just opened to see the potential in him. I was so grateful to God because just Him showing me that this guy had such a deep relationship with God was the first step to cultivating that in that guy.

The second thing would be to plant the idea in the person's mind.

I was talking to a worship leader about this topic; about how they came to believe that they were a worship leader. He's a very shy guy and not very confident and outgoing. He said that the first time he was ever asked to lead a song, the reason that he said yes was because he was too shy to say no. He took the opportunity and hated every moment but today he's leading hundreds of people, he's anointed and he has grown to love leading worship, but it took that leader planting the idea, thinking that he could when he didn't think that he could and all he needed to do was respond.

The third example that I want to give is that we need to help people practically.

In the example of a connect group context I asked a guy a few weeks ago if he could lead the group discussion for the first time. It's not enough to just plant the idea and leave him to it, what I did then was I was on the phone with him an hour before and we prepared, we looked at the scripture to see that he understood it, we looked at the questions to see all the different answers that people gave and we looked practically at how the meeting was going to be run.

He did a fantastic job but I'm so glad that we took the time practically to set him up to succeed.

I think Jesus is an incredible example of all of these points. Jesus is the one who gathered a whole bunch of different types of people when he picked his disciples. He wasn't just looking for potential that stood out, he wasn't just looking for people that were like Him, but He gathered people from all walks of life.

Jesus also planted the idea when He said *"Come and follow me."*

Jesus was very practical in His approach. He did ministry and they watched and then they did ministry and He watched.

Eventually they did ministry on their own when He left this earth.

I think this is a great example for us to follow.

The last thing would be to celebrate courage.

The reality is that there are things that disqualify people, there are always reasons for why we are not the very best person for the job, but I want to be a leader that celebrates courage, that celebrates people saying yes and that build their confidence.

I think we are always a little bit vulnerable just after we've stepped out in faith and so I find it helpful to be very encouraging after somebody's done that and then the next time if there are things that they can improve on, sort of pre - emptively say why don't you try this or why don't you try that rather than bringing criticism right after somebody has taken a step of courage.

I always think to myself that if God could speak through a donkey then He is certainly not above using you and using me.

I pray that you may find wisdom as you raise up leaders and help people to become the best that they can, bless you.