

START  
EXPLORE  
ASSESS YOUR SKILLS  
PEOPLE  
SKILLS

CULTIVATING EMOTIONALLY  
HEALTHY RELATIONSHIPS

IDENTIFY  
HEART  
FIGHT  
MIND  
TRUTH

**INTRODUCTION**  
**FALL STUDY 2022**

ChangePoint 

# PEOPLE SKILLS: ABOUT THIS STUDY

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This study is based on **Emotionally Healthy Relationships** by Peter & Geri Scazzero. We have adapted the content to fit our church's needs, but the tools and discussion questions contained herein are mostly from *Emotionally Healthy Relationships Workbook* by Peter & Geri Scazzero.

We have used only a small part of the total content available from [emotionallyhealthy.org](http://emotionallyhealthy.org). Please find additional resources on that website. One resource we recommend is the **Emotionally Healthy Relationship Day by Day Devotional**. We found this to be rich and spiritually helpful. You can find a direct Amazon link (non-affiliate) at [changepointalaska.com/peopleskills](http://changepointalaska.com/peopleskills).

Using the devotion alongside this study, read weeks **1, 4, 3, 2, 6, 5, 7, 8** in that order.

## Each week in this study contains several elements:

- Key Scriptures
- Space for Sermon Notes
- A Group Discussion Guide
- A Tool of the Week

## The 8 People Skills Tools will:

- Give you new insight into yourself and your relationships with God and others.
- Give you a practical skill to use in relationships with God and others.

This study is designed to be experienced with a ChangePoint Life Group. If you are not a part of a Life Group, there are several ways to join one:









- **Start a Life Group** – If you have a community of believers where you are, we can help you host a People Skills Group. Contact Tony, [tonym@changepointalaska.com](mailto:tonym@changepointalaska.com).
- **Find an In-person Group** – If you are in Anchorage or the Mat-Su Valley, we have an online group finder tool where you can see available groups, visit [changepointalaska.com/groupfinder](http://changepointalaska.com/groupfinder).





# 8-WEEK GUIDE

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-  **1. ASSESS YOUR SKILLS**
-  **2. EXPLORE THE ICEBERG**
-  **3. IDENTIFY YOUR "COMMANDMENTS"**
-  **4. STOP MIND-READING**
-  **5. CLIMB THE LADDER**
-  **6. LISTEN INCARNATIONALLY**
-  **7. FIGHT CLEANLY**
-  **8. WORK THE CIRCLE**

# GUIDELINES FOR THE GROUP

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## **BE PREPARED**

To get the most out of your time together, we ask that you do the following:

- Make sure you have heard this week's sermon from your ChangePoint Campus. If you missed it, you can visit the app or our website, [changepointalaska.com/sermons](http://changepointalaska.com/sermons).
- Look over this week's questions in the Discussion Guide.
- Complete any pre-session reading or activities.

## **PUNCTUALITY**

Resolve to arrive on time.

## **OBSERVE CONFIDENTIALITY**

In order to create an environment that is safe for open and honest participation, anything someone shares within the group should not be repeated outside of the group. However, feel free to share your own story and personal growth.

## **SPEAK FOR YOURSELF**

We encourage you to share and use "I" statements. We are only experts on ourselves. For example: Instead of saying, "Everyone is busy," say, "I am busy." Instead of saying, "We all struggle with forgiving," say, "I struggle with forgiving."

## **RESPECT OTHERS**

Be brief in your sharing, remaining mindful that there are time limitations and others may want to share.

## **NO FIXING, SAVING OR SETTING OTHER PEOPLE STRAIGHT**

Respect people's journeys and trust the Holy Spirit inside of them to lead them into all truth—in his timing. Resist the temptation to offer quick advice as people share in the group.

## **TURN TO WONDER**

If you feel judgmental or defensive when someone else is sharing, ask yourself: I wonder what brought him/her to this belief? I wonder what he/she is feeling right now? I wonder what my reaction teaches me about myself?

## **TRUST AND LEARN FROM SILENCE**

It is okay to have silence between responses as the group shares, giving members the opportunity to reflect. Remember, there is no pressure to share.





# WEEK 1: ASSESS YOUR SKILLS

**Key Scripture: 1 Corinthians 13, John 15:1-5**

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*If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. 2 And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. 3 If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing.*

*4 Love is patient and kind; love does not envy or boast; it is not arrogant 5 or rude. It does not insist on its own way; it is not irritable or resentful; 6 it does not rejoice at wrongdoing, but rejoices with the truth. 7 Love bears all things, believes all things, hopes all things, endures all things.*

*8 Love never ends. As for prophecies, they will pass away; as for tongues, they will cease; as for knowledge, it will pass away. 9 For we know in part and we prophesy in part, 10 but when the perfect comes, the partial will pass away. 11 When I was a child, I spoke like a child, I thought like a child, I reasoned like a child. When I became a man, I gave up childish ways. 12 For now we see in a mirror dimly, but then face to face. Now I know in part; then I shall know fully, even as I have been fully known.*

*13 So now faith, hope, and love abide, these three; but the greatest of these is love.*

- Apostle Paul (1 Corinthians 13 ESV)

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*"I am the true vine, and my Father is the vinedresser. 2 Every branch in me that does not bear fruit he takes away, and every branch that does bear fruit he prunes, that it may bear more fruit. 3 Already you are clean because of the word that I have spoken to you. 4 Abide in me, and I in you. As the branch cannot bear fruit by itself, unless it abides in the vine, neither can you, unless you abide in me. 5 I am the vine; you are the branches. Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing.*

- Jesus (John 15:1-5 ESV)







## WEEK 1: PRE-GROUP READING

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*“You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment. And a second is like it: You shall love your neighbor as yourself.” – Jesus (Matthew 22:37-39)*

*If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. 2 And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. – Paul (1 Corinthians 13:1-2)*

“People skills” are a hot topic in our modern culture. Businesses are increasingly recognizing the importance of “people skills” to their corporate success. It might surprise you to learn that the Bible has always highlighted the critical importance of “people skills.” Scripture teaches that spiritual maturity and relational maturity are inseparable from each other. Jesus makes it clear in Matthew 13 that loving other people “as yourself” is inseparably linked to loving God. In 1st Corinthians 13, the Apostle Paul also directly links the two.

Unfortunately, we aren’t born with innate people skills. Quite the opposite. We are by nature relationally immature. Our natural relational instincts reflect our spiritual brokenness. We are defensive, non-self-aware, isolated, quick to blame, reactive, fearful, self-absorbed, addicted, and dishonest.

A major part of the transformation Jesus wants to work in our life—perhaps the most central one of all, in fact—is to change us from relational brokenness to relational wholeness. Through the power of the Holy Spirit, he can help us become approachable, self-aware, connected, quick to take responsibility, non-reactive, courageous, self-giving, free, and honest.

In other words, Jesus wants to give us supernatural people skills. Why? So that we can become spiritually mature, fully able to love God and others, and experience the joy of both!





# WEEK 1: TOOL OF THE WEEK

## Emotionally Healthy Discipleship Personal Assessment

### How Emotionally Healthy Are You?

Next to each statement below circle the number that best describes your response.

#### Mark 1: Be Before You Do

- |  |   |
|--|---|
|  | Not very true<br>Sometimes true<br>Mostly true<br>Very true |
| 1. I spend sufficient time alone with God to sustain my work for God so that I live out of a cup that overflows ( <i>Mark 1:35; Luke 6:12</i> ).   | 1 2 3 4   |
| 2. It is easy for me to identify what I am feeling inside ( <i>Luke 19:41-44; John 11:33-35</i> ).   | 1 2 3 4   |
| 3. When I become anxious or feel like I have too much to do in too little time, I stop and slow down to be with God and myself as a way to recenter ( <i>Luke 4:42; Luke 10:38-42</i> ). | 1 2 3 4   |
| 4. I set apart a twenty-four-hour period each week for Sabbath-keeping — to stop, to rest, to delight, and to contemplate God ( <i>Exodus 20:8-11</i> ).                                 | 1 2 3 4   |
| 5. People close to me would describe me as content, non-defensive, and free from the approval or disapproval of others ( <i>Philippians 4:11-12; John 5:44</i> ).                        | 1 2 3 4   |
| 6. I regularly spend time in solitude and silence. This enables me to be still and undistracted in God’s presence ( <i>Habakkuk 2:1-4; Psalm 46:10</i> ).                                | 1 2 3 4   |

Mark 1 Total: \_\_\_\_\_

#### Mark 2: Follow the Crucified, Not the Americanized, Jesus

- |   |         |
|---|---------|
| 1. I have rejected the world’s definition of success (e.g., bigger is better, be popular, attain earthly security) to become the person God has called me to become and to do what God has called me to do ( <i>John 4:34; Mark 14:35-39</i> ). | 1 2 3 4 |
| 2. I rarely change the way I act so others will think highly of me or to assure a particular outcome ( <i>Matthew 6:1-2; Galatians 1:10</i> ).  | 1 2 3 4 |
| 3. I take a lot of time to carefully discern when my plans and ambitions are legitimately for the glory of God and when they cross the line into my own desire for greatness ( <i>Jeremiah 45:5; Mark 10:42-45</i> ).                           | 1 2 3 4 |
| 4. Listening to Jesus and surrendering my will to his will is more important than any other project, program, or cause ( <i>Matthew 17:5; John 16:13</i> ).   | 1 2 3 4 |
| 5. People close to me would describe me as patient and calm during failures, disappointments, and setbacks ( <i>Isaiah 30:15; John 18:10-11</i> ).  | 1 2 3 4 |

Mark 2 Total: \_\_\_\_\_

#### Mark 3: Embrace God’s Gift of Limits

- |   |         |
|---|---------|
| 1. I’ve never been accused of “trying to do it all” or of biting off more than I could chew ( <i>Matthew 4:1-11</i> ).  | 1 2 3 4 |
| 2. I am regularly able to say no to requests and opportunities rather than risk overextending myself ( <i>Mark 6:30-32</i> ).   | 1 2 3 4 |
| 3. I recognize the different situations where my unique, God-given personality can be either a help or a hindrance in responding appropriately ( <i>Psalm 139; Romans 12:3</i> ). | 1 2 3 4 |



Not very true  
 Sometimes true  
 Mostly true  
 Very true

- |  |   |   |   |   |
|--|---|---|---|---|
| 4. It's easy for me to distinguish the difference between when to help carry someone else's burden and when to let it go so they can carry their own burden ( <i>Galatians 6:2, 5</i> ). | 1 | 2 | 3 | 4 |
| 5. I have a good sense of my emotional, relational, physical, and spiritual capacities, intentionally pulling back to rest and replenish ( <i>Mark 1:21-39</i> ).                        | 1 | 2 | 3 | 4 |
| 6. Those close to me would say that I am good at balancing family, rest, work, and play in a biblical way ( <i>Exodus 20:8</i> ).  | 1 | 2 | 3 | 4 |

*Mark 3 Total:* \_\_\_\_\_

### **Mark 4: Discover the Hidden Treasures Buried in Grief and Loss**

- |   |   |   |   |   |
|---|---|---|---|---|
| 1. I openly admit my losses and disappointments ( <i>Psalms 3, 5</i> ).   | 1 | 2 | 3 | 4 |
| 2. When I go through a disappointment or a loss, I reflect on how I'm feeling rather than pretend that nothing is wrong ( <i>2 Samuel 1:4, 17-27; Psalm 51:1-17</i> ).                  | 1 | 2 | 3 | 4 |
| 3. I take time to grieve my losses as David and Jesus did ( <i>Psalms 69; Matthew 26:39; John 11:35; 12:27</i> ).   | 1 | 2 | 3 | 4 |
| 4. People who are in great pain and sorrow tend to seek me out because it's clear to them that I am in touch with the losses and sorrows in my own life ( <i>2 Corinthians 1:3-7</i> ). | 1 | 2 | 3 | 4 |
| 5. I am able to cry and experience depression or sadness, explore the reasons behind it, and allow God to work in me through it ( <i>Psalms 42; Matthew 26:36-46</i> ).                 | 1 | 2 | 3 | 4 |

*Mark 4 Total:* \_\_\_\_\_

### **Mark 5: Make Love the Measure of Spiritual Maturity**

- |  |   |   |   |   |
|--|---|---|---|---|
| 1. I am regularly able to enter into the experiences and feelings of other people, connecting deeply with them and taking time to imagine what it feels like to live in their shoes ( <i>John 1:1-14; 2 Corinthians 8:9; Philippians 2:3-5</i> ).    | 1 | 2 | 3 | 4 |
| 2. People close to me would describe me as a responsive listener ( <i>Proverbs 10:19; 29:11; James 1:19</i> ).   | 1 | 2 | 3 | 4 |
| 3. When I confront someone who has hurt or wronged me, I speak more in the first person ("I" and "me") about how I am feeling rather than speak in blaming tones ("you" or "they") about what was done ( <i>Proverbs 25:11; Ephesians 4:29-32</i> ). | 1 | 2 | 3 | 4 |
| 4. I have little interest in making snap judgments about other people ( <i>Matthew 7:1-5</i> ).  | 1 | 2 | 3 | 4 |
| 5. People would describe me as someone who makes "loving well" my number one aim ( <i>John 13:34-35; 1 Corinthians 13</i> ).   | 1 | 2 | 3 | 4 |

*Mark 5 Total:* \_\_\_\_\_

### **Mark 6: Break the Power of the Past**

- |  |   |   |   |   |
|--|---|---|---|---|
| 1. I resolve conflict in a clear, direct, and respectful way, avoiding unhealthy behaviors I may have learned growing up in my family, such as painful putdowns, avoidance, escalating tensions, or going to a third party rather than to the person directly ( <i>Matthew 18:15-18</i> ). | 1 | 2 | 3 | 4 |
| 2. I am intentional at working through the impact of significant "earthquake" events from the past that have shaped my present, such as the death of a family member, an unexpected pregnancy, divorce, addiction, or financial disaster ( <i>Genesis 50:20; Psalm 51</i> ).               | 1 | 2 | 3 | 4 |

Not very true  
Sometimes true  
Mostly true  
Very true

- |   |   |   |   |   |
|---|---|---|---|---|
| 3. I am able to thank God for all my past experiences, seeing how he has used them to uniquely shape me into who I am ( <i>Genesis 50:20; Romans 8:28-30</i> ).   | 1 | 2 | 3 | 4 |
| 4. I can see how certain “generational sins” have been passed down to me through my family history, including character flaws, lies, secrets, ways of coping with pain, and unhealthy tendencies in relating to others ( <i>Exodus 20:5; cf. Genesis 20:2;26:7; 27:19; 37:1-33</i> ). | 1 | 2 | 3 | 4 |
| 5. I don’t need approval from others to feel good about myself ( <i>Proverbs 29:25; Galatians 1:10</i> ).   | 1 | 2 | 3 | 4 |
| 6. I take responsibility and ownership for my past rather than blame others ( <i>John 5:5-7</i> ).  | 1 | 2 | 3 | 4 |

**Mark 6 Total:** \_\_\_\_\_

### Mark 7: Lead out of Weakness and Vulnerability

- |  |   |   |   |   |
|--|---|---|---|---|
| 1. I often admit when I’m wrong, readily asking forgiveness from others ( <i>Matthew 5:23-24</i> ).  | 1 | 2 | 3 | 4 |
| 2. I am able to speak freely about my weaknesses, failures, and mistakes ( <i>2 Corinthians 12:7-12</i> ).   | 1 | 2 | 3 | 4 |
| 3. Others would readily describe me as approachable, gentle, open, and transparent ( <i>Galatians 5:22-23; 1 Corinthians 13:1-6</i> ).                       | 1 | 2 | 3 | 4 |
| 4. Those close to me would say that I am not easily offended or hurt ( <i>Matthew 5:39-42; 1 Corinthians 13:5</i> ).   | 1 | 2 | 3 | 4 |
| 5. I am consistently open to hearing and applying constructive criticism and feedback that others might have for me ( <i>Proverbs 10:17; 17:10; 25:12</i> ). | 1 | 2 | 3 | 4 |
| 6. I am rarely judgmental or critical of others ( <i>Matthew 7:1-5</i> ).  | 1 | 2 | 3 | 4 |
| 7. Others would say that I am slow to speak, quick to listen, and good at seeing things from their perspective ( <i>James 1:19-20</i> ).                     | 1 | 2 | 3 | 4 |

**Mark 6 Total:** \_\_\_\_\_

## TALLY YOUR ASSESSMENT RESULTS

**For each group of questions on the previous pages:**

- Add your responses to get the total for that group.
- Transfer your totals to the the right column below.
- Plot your answers and connect the dots to create a graph on the next page, following the sample above the graph.
- Read the descriptions on the following pages to learn more about your level of emotional health in each area. What patterns do you discern?

### Marks of Emotionally Healthy Discipleship

### Totals

Mark 1. Be Before You Do	_____ / 24
Mark 2. Follow the Crucified, Not the Americanized, Jesus	_____ / 20
Mark 3. Receive God’s Gift of Limits	_____ / 24
Mark 4. Discover the Treasures Buried in Grief and Loss	_____ / 20
Mark 5. Make Love the Measure of Spiritual Maturity	_____ / 20
Mark 6. Break the Power of the Past	_____ / 24
Mark 7. Lead out of Weakness and Vulnerability	_____ / 28

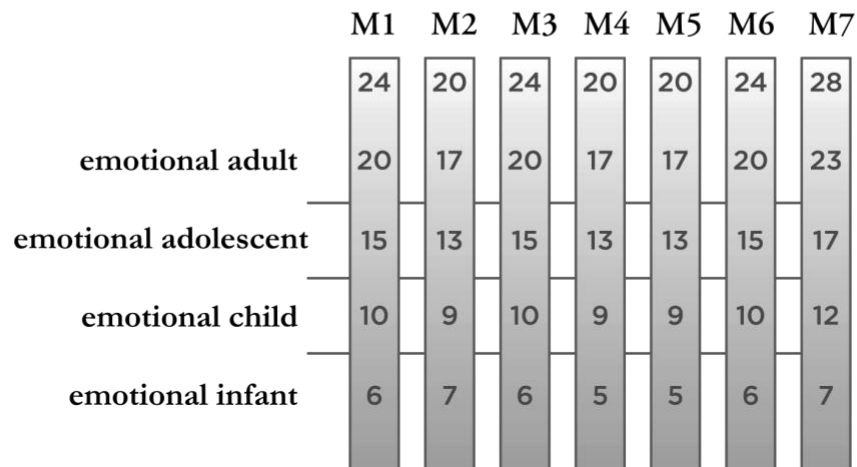
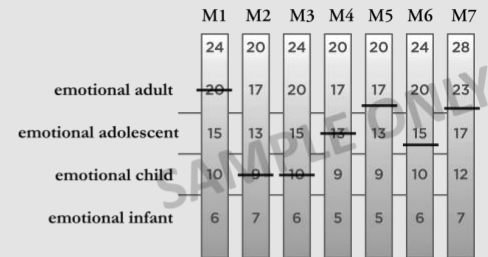
# SAMPLE

## Marks of Emotionally Healthy Discipleship

- Mark 1. Be Before You Do
- Mark 2. Follow the Crucified, Not the Americanized, Jesus
- Mark 3. Receive God's Gift of Limits
- Mark 4. Discover the Treasures Buried in Grief and Loss
- Mark 5. Make Love the Measure of Spiritual Maturity
- Mark 6. Break the Power of the Past
- Mark 7. Lead out of Weakness and Vulnerability

### Totals

<u>20</u> / 24
<u>9</u> / 20
<u>10</u> / 24
<u>13</u> / 20
<u>16</u> / 20
<u>14</u> / 24
<u>21</u> / 28



## UNDERSTANDING YOUR ASSESSMENT: LEVELS OF EMOTIONAL MATURITY

Being an emotionally healthy disciple is not an all-or-nothing condition; it operates on a continuum that ranges from mild to severe, and may change from one season of life and ministry to the next. As you read through the descriptions below, what stands out to you? Wherever you find yourself, the good news is that you can make progress and become an increasingly more mature disciple. So even if your current state of discipleship is sobering, don't be discouraged. You can learn and grow through failures and mistakes, and it is possible for anyone to make progress. Here are some observations to help you better understand your assessment results.

### EMOTIONAL INFANT

I look for other people to take care of me emotionally and spiritually. I often have difficulty in describing and experiencing my feelings in healthy ways and rarely enter the emotional world of others. I am consistently driven by a need for instant gratification, often using others as objects to meet my needs. People sometimes perceive me as inconsiderate and insensitive. I am uncomfortable with silence or being alone. When trials, hardships, or difficulties come, I want to quit God and the Christian life. I sometimes experience God at church and when I am with other Christians, but rarely when I am at work or home.

## EMOTIONAL CHILD

When life is going my way, I am content. However, as soon as disappointment or stress enter the picture, I quickly unravel inside. I often take things personally, interpreting disagreements or criticism as a personal offense. When I don't get my way, I often complain, withdraw, manipulate, drag my feet, become sarcastic, or take revenge. I often end up living off the spirituality of other people because I am so overloaded and distracted. My prayer life is primarily talking to God, telling him what to do and how to fix my problems. Prayer is more a duty than a delight.

## EMOTIONAL ADOLESCENT

I don't like it when others question me. I often make quick judgments and interpretations of people's behavior. I withhold forgiveness from those who sin against me, avoiding or cutting them off when they do something to hurt me. I subconsciously keep records on the love I give out. I have trouble really listening to another person's pain, disappointments, or needs without becoming preoccupied with myself. I sometimes find myself too busy to spend adequate time nourishing my spiritual life. I attend church and serve others but enjoy few delights in Christ. My Christian life is still primarily about doing, not being with him. Prayer continues to be mostly me talking with little silence, solitude, or listening to God.

## EMOTIONAL ADULT

I respect and love others without having to change them or becoming judgmental. I value people for who they are, not for what they can give me or how they behave. I take responsibility for my own thoughts, feelings, goals, and actions. I can state my own beliefs and values to those who disagree with me—without becoming adversarial. I am able to accurately self-assess my limits, strengths, and weaknesses. I am deeply convinced that I am absolutely loved by Christ and do not look to others to tell me I'm okay. I am able to integrate *doing* for God and *being* with him (Mary and Martha). My Christian life has moved beyond simply serving Christ to loving him and enjoying communion with him.

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# WEEK 1: GROUP DISCUSSION GUIDE

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## Growing Connected

Take a minute to share your name, what you hope to get out of this group, and one thing that makes you feel alive.

## Bible Study

The Corinthian church was a gifted, influential, intelligent (high IQ—intellectual intelligence) church that was weak in its ability to love well (low EQ—emotional intelligence). Read aloud 1 Corinthians 13:1–3:

*13 If I speak in the tongues of men and of angels, but have not love, I am a noisy gong or a clanging cymbal. 2 And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. 3 If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing.*

2. How do you understand the words, “If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing” (emphasis added)?
3. How might this passage clash with your understanding of spiritual maturity?
4. As you think back over the past week, can you give one or two examples of how you separated your love for God from your love for people?

Scazzero, Peter; Scazzero, Geri. *Emotionally Healthy Relationships Workbook* (pp. 25-26). Harper Christian Resources. Kindle Edition.

## Group Activity

Before the meeting, we asked you to complete the Emotionally Healthy Discipleship Personal Assessment on pages 8-12 of this workbook.

1. What did you think of the results of your self-assessment? Were there any surprises?
2. The assessment measured seven “marks” of an emotionally mature Christian. Which of these marks has God already developed in you? Which is He yet to fully develop?

## Conclusion

When we try to love in our own strength, we discover we can't. We naturally fall back to unhealthy ways of relating, especially under stress. We need Jesus' love to flow into us if it is to flow out of us.

## Session Wrap-up

Together with your small-group, ask any questions of clarification regarding this session and then briefly close in prayer.