



Session IV: Crisis and Sabotage

Poorly-Differentiated Versus Well-Differentiated Leadership Table:

You are leading people because they can't get where they need to go without some _____.

Your job as a leader is to help them take _____ for their own lives and do the next hard right thing, over and over and over, to grow up into a well differentiated person who _____ into the person that can _____ their goals.

How do normal people usually respond to this type of leadership? The normal response isn't _____ obedience or gratitude the normal response is more Crisis and usually leadership _____.

"Self-differentiation always triggers sabotage. This is the aspect of leadership that is not emphasized enough, if at all, by most leadership theories that focus on vision, team-building, and so forth... The tendency of any leader when faced with this kind of crisis is to cease doing all that which had gone into differentiation. This is the moment when the adaptation pattern is likely to reverse itself and go in the direction of the most dependent and scared. This is the moment when the leader is most likely to have a failure of nerve and experience a strong temptation to seek a quick fix."

"In any type of institution whatsoever, when a self-directed, imaginative, energetic, or creative member is being consistently frustrated and sabotaged rather than encouraged and supported, what will turn out to be true one hundred percent of the time, regardless of whether the disrupters are supervisors, subordinates, or peers, is that the person at the very top of that institution is a peace monger. By that I mean a highly anxious risk-avoider, someone who is more concerned with good feelings than with progress, someone whose life revolves around the axis of consensus, a "middler," someone who is so incapable of taking well-defined stands that his "disability" seems to be genetic, someone who functions as if she had been filleted of her backbone, someone who treats conflict or

anxiety like mustard gas - one whiff, on goes the emotional gas mask, and he flits. Such leaders are often “nice,” if not charming.”

Proverbs 29:25, “The fear of man lays a snare, but whoever trusts in the LORD is safe.”

Galatians 1:10, “For am I now seeking the approval of man, or of God? Or am I trying to please man? If I were still trying to please man, I would not be a servant of Christ.”

A peace monger is a person who is trapped in the _____ of _____, they are a people pleaser. In their heart, mind, and soul Man is big and God is small. Their own reputation is too good to be tarnished by the call of Christ. What will people think of me Will they call me mean, or proud, or a meddler. This is *Sin*. So a _____ gets tripped up in their own anxiety and Sin and cannot lead others to greener pastures because they couldn't manage the reactivity, crisis, and sabotage that all leadership creates.

Think about Jesus. The greatest leader the world has ever known and all of his disciples abandoned Him and His mission at the moment of crisis. Not only that but Peter opposed him to His face, all the disciples fell asleep when they were supposed to praying in the garden, and Judas betrayed Him. Jesus remained faithful to His mission in the face of the crisis and sabotage that His own well-differentiated leadership caused. He expected it to happen.

The reality is, most people say they want to change, but in reality, they prefer _____, they prefer what they know, they prefer their own immediate comfort more than they do the mission God has called them to; becoming a mature disciple of christ that makes disciples.

Ephesians 4

This is what God has called all of us to. This reality should be the core reality that shapes our days, our weeks, our months and our lives. But most of the time it doesn't. When a real leader calls a person up to this, and starts to hold them accountable, and refuses to take ownership of their failures because each one of us is responsible for our own discipleship, people will push back, get angry, and try to sabotage your leadership.

Friedman says, “If there is a moment of truth in leadership, it is amid this type of crisis. The important thing to remember about the phenomenon of sabotage is that it is a systemic part of leadership- part and parcel of the

leadership process. Another way of putting this is that a leader can never assume success because he or she has brought about a change. It is only after having first brought about a change and then subsequently endured a resultant sabotage that the leader can feel truly successful.”

Try to implement a new rhythm in your families liturgy and see what happens. Try to start family devotions at the dinner table and see if that good leadership decision goes smoothly. You have to expect opposition, to expect sabotage. “I have to go to the bathroom. I need to go do my chores.” The kids transform into comedians and do everything in their power to get everyone else to be silly and not take this time seriously. Not only that, but you will try to sabotage it as well. “I’m too tired tonight. I don’t feel like it. The kids aren’t even paying attention anyways.” “Oh Adam’s sons, how cleverly you defend yourselves against all that might do you good!”

Psalm 23

POORLY DIFFERENTIATED LEADERSHIP	WELL DIFFERENTIATED LEADERSHIP
Focuses on Pathology	Focuses on Strength
Is Obsessed with Technique	Is Concerned for One’s Own Growth
Works with Symptomatic People	Works with Motivated People
Betters the Condition	Matures the System
Seeks Symptomatic Relief	Seeks Enduring Change
Is Concerned to Give Insight	Is Concerned to Define Self (Takes Stands)
Is Stuck on Treadmill of Trying Harder	Is Fed Up with the Treadmill
Diagnoses Others	Looks at One’s Own Stuckness
Is Quick to Quit Difficult Situations	Is Challenged by Difficult Situations
Is Made Anxious by Reactivity	Recognizes that Reactivity and Sabotage are Evidence of One’s Effectiveness
Has Reductionist Perspective	Has a Universal Perspective
Sees Problems as the Cause of Anxiety	Sees Problems as the Focus of Preexisting Anxiety
Adapts Toward the Weak	Adapts Toward Strength
Focuses Empathetically on Helpless Victims	Has a Challenging Attitude that Encourages Responsibility
Is More Likely to Create Dependent Relationships	Is More Likely to Create Intimate Relationships