



“How Can I Fruitfully Engage Someone Who Repeatedly Talks about the Same Struggle, But Does Little to Change?”

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Guest: Brad Hambrick, Pastor of Counseling

This training is intended to facilitate discussion among small group leaders about how to most effectively steward their shepherding role in the church. It is best used as a prompt for deeper conversations with other leaders, a small group coach, or pastor over small group ministries.

Suggested Training Agenda:

The agenda below is for a 45-60 minute discussion-based training. Some campuses may prefer to address two topics during a 90 minute gathering.

1. Campus Pastoral Team: Welcome and Introduction of Subject (5 min)
2. Training Content (13-15 min)
 - a. Play the video from www.bradhambrick.com/SGmotivation during this segment of the training **or**
 - b. Have a staff member teach the training based off the video and supplemental resources
3. Campus Pastoral Team: Summarize Content and Contextualize Current Relevance (5 min)
4. Transition to Discussion Questions (20 min); meant for small group leaders to discuss with one another around tables

Summary of Big Ideas

As compassionate people, we want to make life better for anyone who shares a struggle with us. This should be a defining mark of every believer (John 13:35). Often, however, we jump straight from struggle to solution and miss two important parts of the change: the journey and the person.

In this video we discuss five levels of motivation or stages of change (two ways of saying the same thing).

1. Pre-Contemplation
2. Contemplation
3. Preparation
4. Action
5. Maintenance

If you want to study these stages more in-depth you can read the corresponding article below. For the purposes of this discussion, it is sufficient for you to have general understanding of the concepts.

The application for this question is twofold. First, if a small group member shares a struggle but does not ask for help, ask if they would like help. Second, once a helping conversation begins your goal is to: (a) identify your friend's level of motivation to change, and then (b) engage your friend with the strategy best fitting to their motivation.

Note: As your friends motivation rises and falls (which happens to all of us) your strategy will need to adapt to their current level of motivation. This prevents the pattern where your friend gets frustrated with the group because your strategy is ahead of their motivation and the group gets frustrated with the friend because their motivation is behind the group's strategy for helping.

Discussion Questions

1. How does the approach described in the video navigate the tension between the instruction of Galatians 6:1-2 with the instruction of Galatians 6:5?

2. Can you give an example from your own life where a needed area of change went through these five levels of motivation or stages of change?

3. Can you give an example of where you were trying to disciple someone and your strategy for helping was ahead of their motivation to change? Roll play how this interaction went poorly. Then roll play what you would have said or done with a more motivation-appropriate strategy.

Follow Up Resources¹

- [5 Levels of Motivation for Overcoming Addiction](#)
- [Rolling with Resistance \(PDF Attachment\)](#)
- Video (30 Minute): [10 Keys to Ensure Caring Is Helping](#)
- Book: [How People Change](#) by Paul Tripp and Tim Lane

¹ All hyperlinks can be found at www.bradhambrick.com/SGmotivation if they are unavailable in your printed handout.