

MENTOR GUIDE

# MODULE 3: EMOTIONAL HEALTH

# INTRODUCTION

In this module, **Alison Groenendyk** teaches you how emotional health connects directly to ministry health, and gives helpful tips on growing more emotionally healthy in your life and ministry.



These two sessions will help you answer two central questions:

- How is my emotional health impacting my ministry?
- And how can I more healthily recognize and respond to my emotions?

# SESSION 1: EMOTIONAL HEALTH PART 1

## *Video Notes*

1. **“There are lots of ways to be a good leader, but they all start with the same idea: First, you must lead yourself.”** The kind of Holy Spirit-infused and transformed life is described in many places in the New Testament, not least of those in 1 Corinthians 13.
2. **You need to learn to lead from the inside out.** You can do all the right things for the wrong reasons, but true transformation has to do with changing your motivations and desires. Healthy relationships happen at the heart level - the place where our deepest emotions reside.
3. **We think we’re thinkers, but we’re actually far more automatic & emotional.** In fact, you have an emotional autopilot that acts as a button that gets pushed when the pressure in the system of your life rises high enough. Where did you learn this way to manage stress?
4. **When you hit a wall in ministry challenges, these first formation stories are going to surface.** In those moments, you need to stop and try to determine what meaning you are making. “What assumptions and expectations am I bringing to the table about what it means to be a competent leader, what it means to make mistakes, and to have my own needs when the demands all around me are so great?”
5. **The fruit of your life, the legacy of your leadership, is not your talents and abilities,** it’s not how much you know or how many people you can impress, but the character of Jesus being produced in you to be shared with those whom you pastor and lead.

# SESSION 1: EMOTIONAL HEALTH PART 1

## *Participant Reflection Questions*

After watching the video, participants will answer or journal the following questions for reflection. Feel free to utilize these questions for discussion at your next Coaching Session.

1. What negative emotions show up in your day-to-day life? Consider using the feelings wheel to get as specific as you can, and write about the types of situations that most frequently bring these feelings up for you.
2. What does God feel about those emotions and situations? Ask Him to speak to you about these. Practice a few moments of silence to see what surfaces.
3. If you were to storyboard your life - one story for each year of your life/ what would make it onto this board? Spend some time writing about 3-4 significant memories from your childhood. What themes do you see emerging as you write?
4. What were the prominent values that your family of origin held? What stories about money, work/careers, friendships, etc were part of the liturgy of what it meant to be in your family? Consider asking a grandparent or aunt/uncle for their perspective on what was most important to their family growing up.

## SESSION 2: EMOTIONAL HEALTH PART 2

### *Video Notes*

1. **Differentiation is a life-long process of growing up, becoming more fully who you were meant to be in relationship with Jesus, and from there as you relate to all other people in your life.** When you are not differentiated, you often show up too big or too small. We want to live life human-sized.
2. **Staying both defined and connected starts with taking responsibility for yourself.** You are responsible *for* yourself and *to* other people.
3. **How do you begin to break anxious patterns?** Pause. Check in with your body. Check-in with your motive. Check your energy output.

Pay attention to where the anxiety starts and where it spreads.

4. **Remember - people have the right to be wrong.** If Jesus calls us to love our enemies, we first have to learn to stay in the room with them, to be able to stay connected when we disagree, and to move toward each other in curiosity.

## SESSION 2: EMOTIONAL HEALTH PART 2

### *Reflection Questions*

1. How do you know when you're not well?
2. When is anxiety in the driver's seat of your decision-making? How do you show up when you're stressed or anxious?
3. Ask yourself, "How do other people experience me when I'm stressed?" If you're not sure, take a brave step to ask a trusted friend or mentor. Remember that receiving feedback can be challenging but it will help you grow!
4. What patterns of behavior or speech in other people irritate you? What might your irritation be trying to tell you about what you want or need?

# ACTIVATION ASSIGNMENT

## *Put This Into Practice*

Participants will answer the following questions on a digital form and will be asked to send their responses to you as well.

Before you begin, spend 2 minutes in silence, inviting the Holy Spirit to speak to you through this exercise. Then, answer the following:

When you think of your ministry in your church or another leadership role in your life, what makes you feel anxious? In what situations do you find yourself getting defensive or reactive?

In response to that stress/anxiety, do you tend to get smaller? Bigger? A combination of both?

After you have written your thoughts above, explore a little deeper:

What is a specific story or memory from your life that you know shaped your ideas about yourself, or about how you should show up in ministry or leadership situations?

As best you can, describe the primary emotions of that event and any meaning you made about the world or relationships.

How would you like to see yourself show up differently in the future?

Close this time by writing out a prayer, bringing any thoughts or feelings that have come up for you in this exercise to God.

## MENTOR SESSION GUIDE

While the content we've provided will be impactful for participants, as a VLE mentor, the time you spend helping participants process will be transformative. Please use this time to make thoughtful observations and be prepared to speak into their lives. This time together will provide many opportunities to have an "ICNU (I See In You) Conversation", which will be catalytic in their growth and development! Here is a sample agenda you might consider using for your time together:

**Connection (5-10 minutes).** This is a great opportunity for small talk, to warm up the conversation. You can ask how their week has been, or if they have anything exciting coming up.

**Celebration (5-10 minutes).** Ask them if they have seen God do something in their lives or ministry in the past two weeks that they'd like to share. This is an opportunity for you to affirm and reinforce the good growth that is happening.

**Coaching Conversation (40 minutes).** See Coaching Conversation Section on the next page. This portion will be specific to each module.

**Care & Prayer (10-20 minutes).** As you wrap up your time together, make space for the work of the Holy Spirit. This could look different every time, especially if you are meeting with an individual versus a group. If you are with an individual, you could ask if the Holy Spirit has brought anything to the surface for them, and then pray into that. If you are with a group, this might be an opportunity for a hot seat, or for participants to break off into pairs and pray for each other.

**Closing Communication (5 minutes).** This is the time to highlight the next module, important church events, or announcements, etc.



## MODULE 3: COACHING CONVERSATION

**Module 3: Emotional Health** explores how our emotional health directly impacts our leadership. Alison Groenendyk invites us to reflect on our emotional responses and how they shape the way we lead others.

1. **Begin with your own Emotional Health story.** Model vulnerability by sharing what you've been learning in your emotional health journey.
2. **Next, invite participants into this reflection from the Activation Assignment:** What makes you feel anxious in ministry? In response to that stress, do you tend to get bigger, smaller, or both?

Share in pairs or small groups (or share with you if in a 1:1 conversation).

3. **Dive into some of the major themes from the Module.** As you name each theme, share any of your own experiences and observations about yourself before asking participants to share.
  - **Emotional Autopilot & First Formation:** What emotions show up often in your leadership? Can you connect those to a story or pattern?
  - **Leading from the Inside Out:** What does leading from a healthy inner place look like for you?
  - **Differentiation:** Where do you tend to show up too big or too small? What would it look like to stay centered?
  - **Anxiety & Triggers:** What tells you that anxiety is in the driver's seat? How can you respond differently?
4. **Wrapping up, take some time for personal reflection, followed by some feedback practice.** This activity should either be practiced 1:1 with

you, or in small groups of 2-4.

- Have participants name how they believe people experience them when they're stressed.
  - If you are in a 1:1 conversation, give them gentle and affirming feedback.
  - If you are in a group discussion, use discretion on whether feedback should be given in front of others or saved for a 1:1. This may be a great opportunity for peers to offer feedback in a small group setting of 2-4 people. Again, you will want to handle this moment with care.

**5. As you move into prayer and ministry time, pray into whatever has surfaced from your conversation.** Use the hot seat, prayer partners, or listening prayer.

- Where is God healing emotional patterns?
- Where might participants want to grow in self-awareness, resilience, and peace?