

George Sanchez

A NAVIGATOR SEMINAR ON

INTER PERSONAL



RELATION SHIPS

A SCRIPTURAL VIEW

Interpersonal Relationships

A Scriptural View

George Sanchez

Introduction: This seminar, on the Biblical guidelines for interpersonal relationships, comes to you with a prayerful desire that it will be helpful to you in all your relationships. It comes after many hours of prayer and frequent exposure of the material in real-life situations. These have been in the counseling room as well as in conferences and seminars in many places in the United States.

The primary source for the content of this seminar has been the Scriptures. I have done a great deal of reading in both Christian and secular literature on interpersonal relationships, and where it is helpful I have used some of these concepts. But primarily the Word of God serves as the basis for the conclusions presented here.

The seminar consists of five sessions, arranged in a distinctive format. Although an individual may work through this course independently, the greatest benefits come from participation in the study within a small group setting. You prepare the study material before you meet with your group; the value of the seminar is enhanced when you do some thinking and preparation beforehand. Then as you meet with your seminar group for about an hour and a half, you will follow a general format as shown below:

- 10 minutes - Discussion of prepared study, Part 1
- 10 minutes - Listening to audio, Part 1
- 10 minutes - Clarification of Part I; discussion of prepared study, Part 2
- 10 minutes - Listening to audio, Part 2
- 10 minutes - Clarification of Part II; discussion of prepared study, Part 3
- 10 minutes - Listening to audio, Part 3
- 10 minutes - Clarification of Part III; discussion of prepared study, Part 4
- 10 minutes - Listening to audio, Part 4
- 10 minutes - Clarification of Part 4 and windup

The purpose for this unique format is to encourage interaction and dialogue in the group. It avoids having to listen to a disembodied voice for forty minutes and trying to keep attention focused on what is being said. It also allows for discussion and clarification of fresh material, rather than what might have been said thirty minutes ago. So the vital information about an important subject is broken down into more digestible segments.

The material presented in this seminar is intended for use with many groups of all ages. Adults from 13 to 113, in all categories of life and professions, can benefit from the principles presented whether they have problems in this area or not; high school students could profit from the principles involved because this is a critical area in their lives; even advanced junior high students would find it helpful. Certainly it could be effective in a collegiate situation and for career singles. These principles have proved helpful in family relationships, of course, and could be used profitably with couples and in a total family context.

Not only are these principles useful to you, but they are reproducible. After you have finished the seminar, why don't you start a group of your own?

In summary, since these are biblical principles of relationships, they can be used in any context of relationships to help people learn to relate more effectively to one another.

Interpersonal Relationships

George Sanchez

Table of Contents

Session 1	Biblical Basis for Interpersonal Relationships	4
	Interpersonal Relationships are Foundational to New Testament Teaching	4
	A Relationship with God is Basic to Effective Interpersonal Relationships	5
Session 2	Biblical Self-esteem in Interpersonal Relationships	8
	Current Situation and Biblical Self-esteem	8
	Importance of Self-esteem in Interpersonal Relationships in the Body of Christ	10
Session 3	Openness & Teachability (Disclosure, Vulnerability)	11
	Disclosure and Vulnerability; Biblical Basis for Openness & Teachability	12
	The Need for a Teachable Heart	14
Session 4	Biblical Guidelines for Handling Conflicts, Part 1	17
	Defining and Explaining Conflicts	17
	Causes of Conflicts	19
Session 5	Biblical Guidelines for Handling Conflicts, Part 2	21
	How to End a Conflict Effectively	21
Session 6	<i>Changing Your Thought Patterns</i>	23
	<i>The Renewing of Your Mind (Romans 12:2)</i>	23
	<i>Leaders Guide</i>	25

*** While on staff with The Navigators, George Sanchez served as International Assistant to the President. He has presented seminars throughout the world emphasizing biblical principles regarding the family, communication, and interpersonal relationships. A veteran missionary, he served as the first full-time Navigator representative in Latin America.*

Biblical Basis for Interpersonal Relationships

Preparatory Study 1

Answer the following questions from the Scriptures given, your own or dictionary knowledge, or as your own opinion. Write your answers in the blanks provided.

Part 1 – Interpersonal Relationships are Foundational to New Testament Teaching

1. How does the Word of God express the importance of interpersonal relationships? (Read Romans 15:5-6 and John 13:34-35.)
2. Write out your own definition of reconciliation.

Part 2 – Interpersonal Relationships are Foundational to New Testament Teaching (cont.)

1. According to Paul and the author of Hebrews, in what specific ways are we to be interdependent? (Read Colossians 3:16 and Hebrews 3:12 - 13.)
2. Write out two reasons why you feel people generally do not express their needs to each other.

Part 3 – A Relationship with God is Basic to Effective Interpersonal Relationships

1. How does a person's concept of God affect his or her relationships with others?
2. From Acts 22:8 - 10, what is a good starting point for relating properly to another person?

Part 4 – A Relationship with God is Basic to Effective Interpersonal Relationships

1. Read Genesis 4:3 - 8 carefully. Why do you think Cain's offering was refused?
2. What do you believe was Cain's basic problem?

Biblical Basis for Interpersonal Relationships

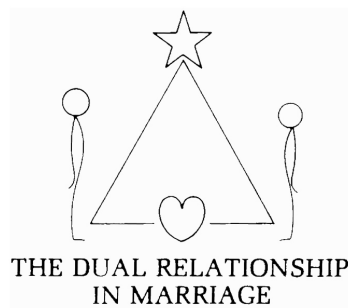
Listening Session 1

The following is an outline of the audio presentation. Use the spaces provided for your own notes. Listen carefully and write out any thoughts that you feel are important for you to record and discuss.

Listen to Audio Session 1 - Part 1

Introduction - The Principles Studied in This Seminar Apply to All Relationships

Husband/Wife



Parent/Child

I. Foundational To New Testament Teaching - *The concept of the Body of Christ*

A. They Are the Desire and Purpose of God

1. Shows unity and love - Romans 15:5 - 6
2. Demonstrates discipleship - John 13:34 - 35

B. They Are Basic to the Ministry of Reconciliation

1. Man with God - 2 Corinthians 5:19
2. Man with man - Ephesians 2:14 - 16

Listen to Audio Session 1 - Part 2

C. They Are Necessary for the Effective Functioning of the Body

I Corinthians 12:14-18

1. Recognition of interdependence

Romans 12:3 - 8

a. The recognition and admission of my need for my brother -
Colossians 3:16 and Hebrews 3:12-13

b. The need for honesty - Ephesians 4:25

c. The ministry of inner healing - James 5:16

2. Proper exercise of gifts - I Corinthians 12; Romans 12; Ephesians 4

3. Danger of comparing - II Corinthians 10:12

Listen to Audio Session 1 - Part 3

II. A Relationship with God is Basic to Effective Interpersonal Relationships

Ephesians 2:16

A. Positive Concept of God

1. Two basic truths - Hebrews 11:6

2. Two basic questions - Acts 22:8, 10

3. Basis for commitment - Revelation 4:11

B. Every Provision for Every Situation

Hebrews 13:5 – 6

Listen to Audio Session 1 - Part 4

C. The Lesson from Cain's Experience – Genesis 4:3 - 8

1. Cain chose his own way, verse 3
2. God was not pleased, verse 5
3. God offered a solution, verse 7
4. The downward spiral after refusing God's provision
5. Cain's conflict was with God, but he expressed it toward Abel

D. We Are to Begin with Ourselves - Ephesians 4:1 - 3

1. Humility
2. Meekness
3. Patience
4. Forbearance

Biblical Self-esteem in Interpersonal Relationships

Preparatory Study 2

Answer the following questions from the Scriptures given, your own or dictionary knowledge, or as your own opinion. Write your answers in the blanks provided.

Part 1 – Current Situation & Biblical Self-esteem

1. How does our self - esteem affect our interpersonal relationships?
2. What do you think Paul tells us about our self - esteem? (Read Romans 12:3.)
3. List some of the effects of poor self - esteem on interpersonal relationships.

Part 2 - Biblical Self-esteem (Cont.)

Write a brief statement explaining how a person's concept of God affects his or her self - esteem. Use these passages to help you with your answer: Isaiah 14:27; Psalm 138:8; Job 23:13 - 14; Jeremiah 29:11; 1 Peter 5:7.

Part 3 - Biblical Self-esteem (Cont.)

1. According to Paul, what is a basic reason for poor self - esteem? (Romans 9:20-21)
2. List some facts you believe represent what God thinks of you. Use these passages to help you with your answer: Romans 5:8; Ephesians 1:7; John 1:12; 1 Corinthians 6:19-20; 12:11-12,18.

Part 4 – Biblical Self-Esteem & The Importance of Self-Esteem

1. In what way does irresponsible behavior affect our self - esteem? (Read James 4:17.)
2. What is the difference between self - esteem and self - centeredness?
3. List some reasons that self - esteem is important in interpersonal relationships in the Body of Christ.

Biblical self-esteem in Interpersonal Relationships

Listening Session 2

The following is an outline of the audio presentation. Use the spaces provided and the wide right margin for your own notes. Listen carefully and write out any thoughts that you feel are important for you to record and discuss.

Listen to Audio Session 2 -- Part 1

I. Current Situation

A. Proliferation of Materials

1. "Find out who I am!" - too subjective
2. "Develop ego-strength!" - too self-centered

B. Non-Biblical Concepts

1. "Be an independent spirit!"
2. "Demand your rights!"
3. "Ventilate - let it all hang out!"

II. Biblical Self-esteem

A. Is it Biblical? (Romans 12:3)

1. "Sensible appraisal" - Kenneth Wuest
2. "Sane estimate of your capabilities" - J. B. Phillips
3. "Be honest in your estimate of yourselves" - Kenneth Taylor (LS)

B. Effects of Poor Self - esteem

1. Easily threatened
2. Defensive
3. Comparing with others
4. Condemning myself

Listen to Audio Session 2 -- Part 2

C. How to Develop Biblical Self - esteem

1. My concept of God - Hebrews 11:6

a. His Person and His promise – Numbers 23:19

- Ephesians 1:5 - 7; Colossians 1:13 - 14

b. His purpose and plan - Isaiah 14:24, 27

- Psalm 138:8

- Job 23:13

c. His care and concern - Jeremiah 29:11

- Romans 15:13

d. His guidance - Psalm 37:23

- Job 23:10 - 14

Listen to Audio Session 2 -- Part 3

2. What does God think of me? (Romans 9:20 – 21)

a. God has me just the way He wants for a special function

b. Demonstrations of His love:

(1) A new life - "I am forgiven" - Romans 5:8

(2) A new person - "I am His child" – John 1:12

(3) A new Comforter - "His Spirit lives in me" - John 14:26;
16:13

(4) A new function - "I am unique and important" - 1
Corinthians 12

- Ephesians 4:16

Listen to Audio Session 2 -- Part 4

3. The importance of responsible behavior

a. Irresponsibility is destructive - James 4:17

b. Blame - shifting is dishonest - Genesis 3

c. Accepting personal responsibility – Acts 22:10

D. The Difference Between Self-esteem and Self-centeredness

Self-centeredness

"I'm more important"

Compares and competes

Self-esteem

"I'm important"

Confirms what God says about me

III. Importance of Self-esteem in Interpersonal Relationships in the Body of Christ

A. My fellowship with God is determined by my attitude regarding what He thinks of me.

B. My relationships with others are affected by my attitude regarding myself.

C. My acceptance of others is affected by my acceptance of myself.

D. My effective functioning as a member of the Body of Christ is affected also.

Openness & Teachability

Preparatory Study 3

Answer the following questions from the Scriptures given, your own or dictionary knowledge, or as your own opinion. Write your answers in the blanks provided.

Part 1 – What is Disclosure & Vulnerability (Openness & Teachability)? What is the Biblical Emphasis Regarding My Need for This?

1. Explain what it means to you to disclose yourself and make yourself vulnerable.
2. What are some qualities that you feel you must sense in another person in order to disclose yourself?
3. What primary ministry does God instruct each of us to have in one another's life? (Read Hebrews 3:12 - 13.)

Part 2 – Biblical Emphasis Regarding My Need for This (Cont.)

1. Paul identifies three common areas of human need in 1 Thessalonians 5:14. What are they?
2. Paul also mentions ways to deal with these needs in seeking to help one another. Identify them and express how they might be accomplished.

Part 3 – The Need for a Teachable Heart

1. What warning do you see in Ecclesiastes 4:13 in this matter of disclosure and vulnerability?
2. List some reasons why we do not disclose/open our lives to one another.
3. What are some requirements in order to experience healing? (Read James 5:16.)

Part Four – The Need for a Teachable Heart (Cont.)

1. List some reasons why we are not good listeners.
2. Discuss some practical ways you might put into practice the following statement by Paul Tournier: "It is impossible to overemphasize the immense need humans have to be really listened to, to be taken seriously, to be understood."

Openness & Teachability

Listening Session 3

The following is an outline of the audio presentation. Use the spaces provided and the wide right margin for your own notes. Listen carefully and write out any thoughts that you feel are important for you to record and discuss.

Listen to Audio Session 3 -- Part 1

I. What is Disclosure & Vulnerability?

Disclosure:

Vulnerability:

A. Some Risks

1. Possible misunderstanding
2. "I might be judged"
3. "I might be rejected"

B. Clarification Regarding Emotional Needs

1. Only Jesus Christ can meet all these – Isaiah 61:1
2. We cannot expect another person to do this
3. We need to have relationships in the Body of Christ

C. The Need for Reassurance of One Who Cares, Accepts, and Understands

1. An illustration of acceptance - John 8
2. Acceptance can be communicated even when we don't approve of the behavior.

II. Biblical Emphasis Regarding My Need for This

A. Need for mutual support - Hebrews 3:12 - 13

1. Anyone can experience the effects of unbelief.

- Psalm 139:23 - 24

2. We need mutual encouragement for support and correction.

3. We must open our lives so that others can encourage us where needed.

Listen to Audio Session 3 -- Part 2

B. Demand for a wise use of Scripture

- Colossians 3:16

C. Extending encouragement - 1 Thessalonians 5:14

1. Admonish the lazy or careless person.

2. Encourage the struggling person.

3. Help and support the weak individual.

4. Be patient with everyone.

D. Guidelines Regarding How Much to Disclose

1. Not indiscriminately "dumping"

2. When there is a conflict in a relationship

3. When I'm having personal difficulties

4. Biblical guidelines of Ephesians 4:15

E. Levels of communication

1. Cliche conversation
2. Reporting the facts about others
3. My ideas and judgments
4. My feelings (emotions); "gut level"
5. Peak communication

F. Dealing with feelings

1. The emotions respond
2. The intellect evaluates
3. The will chooses

Listen to Audio Session 3 -- Part 3

III. The Need for a Teachable Heart

- Ecclesiastes 4:35 - 13

A. Assurance of Mutual Love - 1 Corinthians 13:4-7

1. Provides a context for transparency
2. Someone is there in time of need – Proverbs 17:17

B. Reasons for Withdrawing and Defensiveness

1. Fear of judgment or rejection "If I tell you who I am, you may not like who I am, and it's all that I have"
2. Effort to maintain a "spiritual image"

3. The liberation of not withdrawing "Confess your sins to one another, and pray for one another, so that you may be healed" (James 5:16, NASB).

An example:

Listen to Audio Session 3 -- Part 4

C. Importance of Building the Bridge of Relationship That Can Bear the Weight of Truth

1. Don't take a relationship for granted; instead, constantly renew and strengthen it.

2. Jesus' example of how this functions - John 4

3. "It is impossible to overemphasize the immense need humans have to be really listened to, to be taken seriously, to be understood" (Paul Tournier).

a. Need to listen

(1) develop discipline

(2) therapeutic experience

b. Need to be taken seriously

c. Need to be understood

d. Need to open up lives

D. Pray for One or Two People with Whom to Interact in Disclosure and Vulnerability.

Biblical Guidelines for Handling Conflicts – Part 1

Preparatory Study 4

Answer the following questions from the Scriptures given, your own or dictionary knowledge, or as your own opinion. Write your answers in the blanks provided.

Part 1 – Defining & Explaining Conflicts

1. Give your definition of an interpersonal conflict.
2. In what way do you feel conflict may be necessary in a good relationship?
3. What common factors can cause interpersonal conflicts?

Part 2 - Defining & Explaining Conflicts (Cont.)

List some positive results of facing and working through an interpersonal conflict.

Part 3 - Defining & Explaining Conflicts (Cont.)

1. What might some negative results be if conflicts are not faced and worked through?
2. List some lessons we can learn about conflicts from Genesis 3:8.

Part 4 – Causes of Conflicts

From Proverbs 13:10, Isaiah 53:6, and Jeremiah 17:9, identify the primary causes of conflicts and explain what effect each can have.

Biblical Guidelines for Handling Conflicts – Part 1

Listening Session 4

The following is an outline of the audio presentation. Use the spaces provided and the wide right margin for your own notes. Listen carefully and write out any thoughts that you feel are important for you to record and discuss.

Listen to Audio Session 4 -- Part 1

I. Defining & Explaining Conflicts

Conflict:

A. They Are Normal and Necessary for Growth

1. Relationships grow as conflicts are faced and dealt with
2. Loving confrontation is developmental

B. Dangers in Conflicts

1. The "I'm right and you're wrong" attitude - see the example of Cain in Genesis 4
2. Pride produces a blaming attitude - "pride leads to arguments" (Proverbs 13:10, LB)

C. Factors That Keep Us from Honest Confrontation

1. Not wanting to admit when we're wrong
- Matthew 5:9
2. Fear of exposure and disclosure

Listen to Audio Session 4 -- Part 2

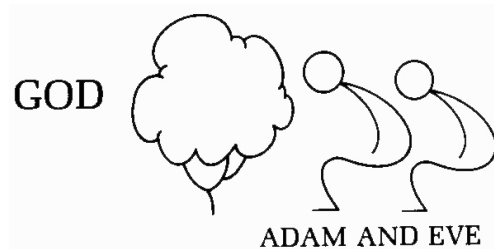
D. Differences Between Conflicts and Problems

1. Conflict is normal and can be beneficial
 - a. It can result in greater understanding and compassion - 2 Corinthians 1:3 - 4
 - b. It can bring a greater realization of the grace of God - Hebrews 12:15
 - Ephesians 2:14 - 16, LB, "the feud ended at last 'at the Cross"
 - c. It can produce more meaningful dialogue
 - d. It can develop you personally

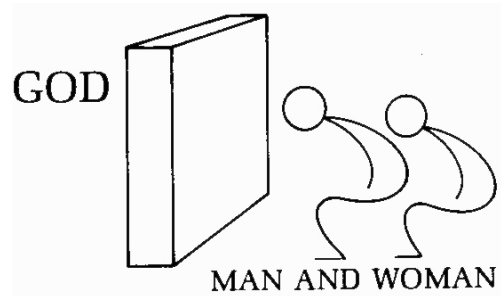
Listen to Audio Session 4 -- Part 3

2. Unresolved conflicts become problems
 - a. It is usually a lack of reconciliation in a broken relationship
 - b. It is debilitating and destructive
 - c. It allows Satan to take advantage of us! Peter 5:
1 Corinthians 14:33
Revelation 12:9 - 10

3. Illustration of Adam and Eve - Genesis 3:8



- a. They hid from God
- b. They were afraid of confrontation



c. They became separated from God

Listen to Audio Session 4 -- Part 4

II. Causes of Conflicts

A. Pride - Proverbs 13:10

1. "My way is better"

- James 4:1 - 3

- James 4:6 - 8

2. God's counterpart to pride - 1 Peter 5:5

- Ephesians 5:21

B. Self-centeredness - Isaiah 53:6

- 1 Corinthians 13:4 - 7

C. Deceitfulness - Jeremiah 17:9

- Remember, Satan is also the deceiver! (Revelation 12:9)

Biblical Guidelines for Handling Conflicts – Part 2

Preparatory Study 5

Answer the following questions from the Scriptures given, your own or dictionary knowledge, or as your own opinion. Write your answers in the blanks provided.

Part 1 – How to End a Conflict Effectively

1. Acts 22:10 and Matthew 7:1 - 5 help us understand what the first step should be in ending a conflict. What do you think it is?

2. How can 1 Peter 2:21 - 23 help us end a conflict effectively?

Part 2 - How to End a Conflict Effectively (Cont.)

1. From Matthew 5:23 - 24 and 18:15, what key thoughts can we find to help end conflicts?

2. How would you explain reconciliation?

Part 3 - How to End a Conflict Effectively (Cont.)

From Ephesians 4:31 - 32 and Luke 17:3 - 6, write a brief statement regarding what you think is involved in forgiveness.

Part 4 - How to End a Conflict Effectively (Concluded)

Suggest some practical steps to take in order to be able to forget the hurt as well as to forgive the offense.

Biblical Guidelines for Handling Conflicts – Part 2

Listening Session 5

The following is an outline of the audio presentation. Use the spaces provided and the wide right margin for your own notes. Listen carefully and write out any thoughts that you feel are important for you to record and discuss.

Listen to Audio Session 5 -- Part 1

III. How to End a Conflict Effectively

A. Start with Myself - Acts 22:10

1. Remove "my log" to see "his speck" - Matthew 7:1 - 5

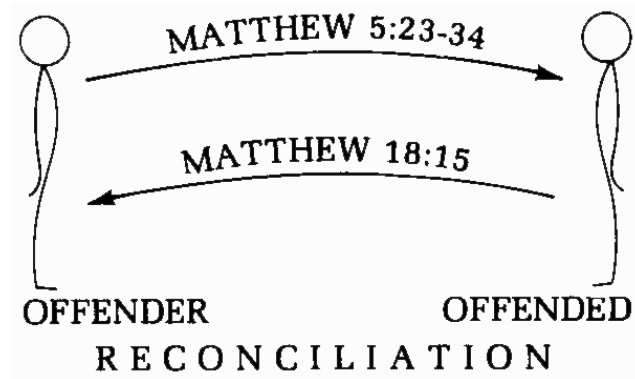
2. The qualities I should show - Ephesians 4:1 - 3 - humility - 1 Peter 5:5
 - meekness - 1 Peter 2:21 - 23
 - patience
 - forbearance

Listen to Audio Session 5 -- Part 2

B. Risk Confrontation

1. The risk of immediate pain for long-range healing

2. It's always my move first - Matthew 5:23 - 24 and 18:15)



C. Experience Reconciliation

1. It takes precedence over an act of worship - Matthew 5:23 - 24
2. It deals with relationship, not the issue (reconciliation is not necessarily the resolution of a conflict)
3. We can only do our part - Romans 12:18

Listen to Audio Session 5 -- Part 3

D. Forgiveness

1. Ephesians 4:31 - 32
 - a. It is not based on feelings, but on obedience
 - b. It is a choice of the will by the offended party
2. Luke 17:3 - 6 - We don't need more faith; we just need to obey what Jesus says we should do (see Luke 17:10)

Listen to Audio Session 5 -- Part 4

3. Forgetting - dealing with the hurt
 - a. May not be possible immediately

- b. Don't brood over the offense
 - c. Don't raise the issue again
 - d. Don't discuss the offense indiscriminately with others
 - e. Celebration - Renewed Biblical Relationships
-
1. Reconciliation glorifies God - Romans 15:5-6
 2. It is an effective demonstration of love 1 Corinthians 13:4-7
 3. Through it we experience growth - Colossians 3:16

Changing Your Thought Patterns
Listening Session 6

Listen to Audio Session 6 - "Changing Your Thought Patterns"

Annotated Bibliography

Adams, Lane. How Come It's Taking Me So Long to Get Better? Wheaton, Illinois: Tyndale House Publishers, 1975. This helpful book deals with the experiences of Christians following conversion. From the Scriptures, the author honestly shares what we can and cannot expect to happen in our lives as we grow in maturity. He reminds us of our need for forbearance as we allow for growth and development in our lives as well as in the lives of others.

Augsburger, David. Caring Enough to Confront. Glendale, California: Regal Books, 1973. A readable and helpful book which discusses conflicts in relationships and offers workable suggestions on how to confront such conflicts lovingly. The author gives many practical suggestions to help us deal with such situations truthfully and to work through to effective solutions.

Augsburger, David. The Freedom of Forgiveness. Chicago: Moody Press, 1973. The book is a biblically oriented presentation of the many facets of forgiveness. In a helpful, readable style, the author discusses such subjects as: "What is forgiveness?" "How can I forgive?" "Why should I confess?" "Can forgiveness set me free?" He seeks to give understanding of the forgiveness that frees both the forgiver and the forgiven.

Larson, Bruce. No Longer Strangers. Waco, Texas: Word, Incorporated, 1971. The author discusses relationships in the Body of Christ and how they can become more meaningful. He examines the following four topics thoroughly: "You and God," "You and Your Inner Self," "You and Your 'Significant Others,'" and "You and the World." A rather complete chapter on the importance of communication in relationships is included.

Powell, John. why am I afraid to tell you who I am? Niles, Illinois: Argus Communications, 1969. This book, written in a popular style, presents a number of insights on self - awareness, growth, and communication. The author discusses interpersonal relationships, growing as a person, and how to deal with emotions. He emphasizes that the courage to "tell you who I am" is basic to maturity, dedication, and love.

Tournier, Paul. To Understand Each Other. Richmond, Virginia: John Knox Press, 1962. Though primarily intended to deal with problems of communication and interpersonal relationships in marriage, the principles enunciated in this book apply to communication in any relationship. It is attractive, easy to read, and helpful.

LEADERS GUIDE

Interpersonal Relationships

George Sanchez

This seminar, on the biblical guidelines for interpersonal relationships, comes to you with a prayerful desire that it will be helpful to you in all your relationships. It comes after many hours of prayer and frequent exposure of the material in real - life situations. These have been in the counseling room as well as in conferences and seminars in many places in the United States.

The primary source for the content of this seminar has been the Scriptures. I have done a great deal of reading in both Christian and secular literature on interpersonal relationships, and where it is helpful I have used some of these concepts. But primarily the Word of God serves as the basis for the conclusions presented here.

The seminar consists of five sessions, arranged in a distinctive format. The participants prepare the study material before they meet with you and the group; the value of the seminar is enhanced when they do some thinking and preparation beforehand. Then as you meet with your seminar group for about an hour and a half, you should follow this general format:

- 10 minutes - Discussion of prepared study, Part 1
- 10 minutes - Listening to audio, Part 1
- 10 minutes - Clarification of Part I; discussion of prepared study, Part 2
- 10 minutes - Listening to audio, Part 2
- 10 minutes - Clarification of Part II; discussion of prepared study, Part 3
- 10 minutes - Listening to audio, Part 3
- 10 minutes - Clarification of Part III; discussion of prepared study, Part 4
- 10 minutes - Listening to audio, Part 4
- 10 minutes - Clarification of Part 4 and windup

The purpose of this unique format is to encourage interaction and dialogue in your group. It avoids having to sit and listen to a disembodied voice for 40 minutes and trying to keep attention focused on what is being said. It also allows for discussion and clarification of fresh material, rather than what might have been said 33 minutes ago. So the vital information about an important subject is broken down into more digestible segments.

As the leader, you should listen to each session at least three times in order to familiarize yourself with the material. As you do this, you can fill out your own workbook more fully and be prepared to lead the discussions more meaningfully. You should also answer the preparatory study questions on the basis of your own study and the information on the audios.

The sixth session in the study is a related topic: *Changing Your Thought Patterns*. Its use in connection with the seminar is optional.

Each participant in your discussion group should have his or her own workbook. (Husbands and wives should not share a workbook.) Participants should download and print out their workbooks at least a week in advance of the first session in order to complete their assignments. Each member of your group should be encouraged to answer all the questions in each week's Preparatory Study before coming to the discussion.

The material presented in this seminar is intended for use with many groups of all ages. Adults from 13 to 113, in all categories of life and professions, can benefit from the principles presented, whether they have problems in this area or not; high school students could profit from the principles involved because this is a critical area in their lives; even advanced junior high students would find it helpful. Certainly it could be effective in a collegiate situation and for career singles. These principles have proved helpful in family relationships, of course, and could be used profitably with couples and in a total family context.

Not only are these principles useful, but they are reproducible. After you have finished the seminar, encourage members of your group to start another group of their own. They can listen on-line at DiscipleshipLibrary.com. The study guide is also available here on the website. All they have to do is ask some people to participate, distribute the workbooks, and begin.

For best results and for remaining within the one-and-a-half-hour time-period, your group should consist of 7-10 people. Above that number you will lose the dimensions of a small group discussion. Participants should commit themselves to attending all five sessions, as the continuity in this series is very important. As the leader, you should develop an openness in your group to the teaching of Scripture - not what you as the leader or George Sanchez have to say.

Each session should take about 1 1/2 hours, but some groups may choose to extend it to two hours. In that case, you should allow more time - 12 - 15 minutes - for each part. As another alternative, you might want to begin the following session with a discussion of any questions from the preceding session that have come to the minds of the participants throughout the week.

The following is the recommended procedure for each session:

BIBLICAL BASIS FOR INTERPERSONAL RELATIONSHIPS

Leaders Guide - Session 1

1. Introduce the seminar and the material to be studied and listened to over the next five sessions.
2. Introduce yourself and the members of the group to one another. Ask each person to give a 2-minute sketch of himself/herself.
3. Discuss the questions the participants have answered in Part 1 of Session 1. For additional help in leading the discussion, obtain a copy of *Lead Out, A Guide for Leading Bible Discussion Groups* from your local Christian bookstore or from Customer Services, NavPress, P.O. Box 20, Colorado Springs, Colorado 80901.
4. After discussing the questions in Part 1, turn the tape recorder on and listen to the brief presentation on the same topic on the cassette for Part 1. Before turning the machine on, encourage the members of your group to take notes on their outline sheets in the workbooks
5. Allow a brief time for questions on issues from Part I that may require clarification, then proceed to a discussion of the Preparatory Study questions on Part 2.
6. Listen to the audio on Part 2. Then follow the same procedure for Parts 3&4.
7. Conclude with any clarification needed on Part 4, and windup with a summary of the whole session. Encourage your members to prepare for next time. Close in prayer, committing the lessons of the session to God, so that He can begin working them out in the lives of the participants.

The first session may be summarized as follows: the principles in the seminar apply to all relationships we have; interpersonal relationships are basic to New Testament truth; biblical interpersonal relationships demonstrate the reality of reconciliation; interpersonal relationships are basic to the effective functioning of the Body of Christ; and a positive relationship with God is basic to effective interpersonal relationships.

BIBLICAL SELF-ESTEEM

Leaders Guide - Session 2

1. Review the contents of the first session, particularly noting some of the discussion that your particular group had. Summarize the conclusions of your group and ask if anyone has something that he or she might want to share about putting into practice some of the lessons learned.

2. Introduce the material to be studied this session and proceed into a discussion of the Preparatory Study questions for Part 1.
3. Follow the procedure given in Session 1 for Parts 1-4.
4. Conclude your session with a summary of both sessions and close in prayer.

A summary of this session is as follows: many non-biblical concepts abound on the subject of interpersonal relationships; a healthy self-esteem is biblical; a poor self - esteem produces defensiveness and insecurity; a biblical self-esteem is developed by seeing ourselves from God's point of view; and the level of our self-esteem directly affects interpersonal relationships.

OPENNESS AND TEACHABILITY ***(DISCLOSURE, VULNERABILITY)*** ***Leaders Guide - Session 3***

1. Review the contents of the first two sessions, again stressing the results of some of the discussions your group has had. Summarize the conclusions and ask for some testimonies.
2. Introduce the new material and proceed into a discussion of Part I of the Preparatory Study.
3. Follow the procedure given in Session 1 for Parts 1-4.
4. Conclude your study with a summary of the first three sessions and close in prayer.

This session may be summarized in this way: disclosure means opening our lives to others on a personal level; vulnerability is the risk involved in disclosure; only God can meet all our needs, but we still need one another; we must be willing to admit our feelings and know how to deal with them; and we must be willing to build bridges of relationships that can bear the weight of truth.

BIBLICAL GUIDELINES FOR HANDLING CONFLICTS ***Session 4 (Part 1)***

1. Review the contents of the first three sessions, emphasizing the direction your group's discussions have taken. Summarize the conclusions and ask group members to share what God has been doing in their lives as a result of this seminar so far,

2. Introduce the material to be studied and discussed this session, then proceed into a discussion of the Preparatory Study questions for Part 1.
3. Follow the procedure given in Session 1 for Parts 1-4.
4. Conclude your study with a summary of the first four sessions and close in prayer, asking God to help all the participants (including you) resolve their conflicts biblically.

A summary of the fourth session would be as follows: conflicts come from clashes between people; conflicts are normal and necessary for our growth and development; working through conflicts can produce greater understanding and compassion; unresolved conflicts become problems; and some causes of conflicts are pride, self - centeredness, and deceitfulness.

BIBLICAL GUIDELINES FOR HANDLING CONFLICTS

Session 5 (Part 2)

1. Review everything you have done in the preceding four sessions, noting the directions your group's discussions and conclusions have gone. Summarize what you have learned from the Word of God and ask various ones for testimonies of what God has been doing in their lives.
2. Introduce the material of this last session and proceed into a discussion of the assigned questions in the Preparatory Study, Part 1.
3. Follow the procedure given in Session 1 for Parts 1-4.
4. Conclude your study and the series with a summary of all that you have done together. Allow time to discuss any issues that need to be clarified. Ask the participants to share what they feel God wants them to do in the future with what they have learned.

The last session may be summarized like this: to end our conflicts effectively, we must begin with ourselves; loving confrontation is biblical, but involves risks; the reconciliation of relationships is more important than the resolution of issues; forgiveness is an act of the will and should be immediate, while forgetting may take time; and a celebration occurs when biblical reconciliation has taken place.

CHANGING YOUR THOUGHT PATTERNS

SESSION 6 (optional)

This sixth optional session is a presentation of some biblical material on how to change our thought patterns. It is related to the seminar in that it deals with a vital principle that must be understood and practiced in order for us to experience effective changes in our behavior. The biblical basis for this presentation is Paul's instruction to us to be "transformed by the renewing of your mind" (Romans 12:2). I understand this to mean that our way of thinking must be changed and the information in this presentation will help accomplish that goal.

As a personal note at the end, I want to express my appreciation to you for leading your group in the discussion of this material. My desire in preparing this seminar has been to make it as helpful and practical as possible. I have also wanted to emphasize how specifically and tangibly the Bible speaks to these issues in our lives today. I am personally convinced that the Scriptures are totally sufficient to meet every area of our needs as we apply the truths that are revealed to us.

My prayer has been that this material will be a blessing to you personally in your sphere of relationships. I further trust that it will be a helpful tool in your assisting others to have more effective relationships. Any suggestions or thoughts you may have and would like to share with me would be greatly appreciated.

I would like to encourage you to suggest to those in your group that they use this same seminar with some of their friends. In that way, they would not only be disseminating the principles of the seminar, but in a very real way you would be multiplying your own ministry through them in the lives of others.

Thank you again for the privilege of co-laboring with you in this way. May the Lord encourage your heart with Himself as you experience more and more the reality of all that He has for you.

George Sanchez

*** While on staff with The Navigators, George Sanchez served as International Assistant to the President. He has presented seminars throughout the world emphasizing biblical principles regarding the family, communication, and interpersonal relationships. A veteran missionary, he served as the first full-time Navigator representative in Latin America.*