

TOWNSEND LEADERSHIP PROGRAM

21 Relational Needs

GRACE >

< TRUTH

	I NEED:	I NEED YOU TO:
Be Present	Acceptance:	Connect with the real me, with no judgement, as I am condemning myself internally.
	Containment:	Let me vent and just have the feelings, without fixing me.
Convey Good	Empathy:	Take on my perspective without judgement & let me know you feel what I am feeling.
	Validation:	Let me know my feelings are significant & not to be dismissed or minimized.
Truth	Identification:	Share your own similar experience to help me see that I'm not the only one who struggles.
	Comfort:	Be present with me when I need to grieve a loss.
Dispense Truth	Affirmation:	Tell me you notice I'm doing something good that requires effort. (Now oriented.)
	Encouragement:	Let me know you believe in me to continue on. (Future oriented.)
Challenge Action	Forgiveness:	Let me know my debt is cancelled & help me cancel debts owed to me.
	Celebration:	Acknowledge a success in my life with me.
Action	Prayer:	Ask God to connect with me and help me.
	Clarification:	Ask me a few questions to help me get to the real issue & solutions.
Challenge Action	Understanding:	Let me know you comprehend my situation.
	Perspective:	Help me connect the dots at a deeper level.
Challenge Action	Feedback:	Tell me how you experience me so that I can be aware of how I come across.
	Wisdom:	Give me information from the Bible or experience that can help me.
Challenge Action	Confrontation:	Point out something I'm doing that is setting me back, so that I can stop it.
	Advice:	Recommend some constructive action to help me change & grow.
Challenge Action	Structure:	Help me establish an effective path.
	Exhortation:	Move me beyond my comfort zone to high levels of performance.
Challenge Action	Altruism:	Help me serve and give back to others what I have received.

RELATIONAL NEEDS

- I. Identify your need
- II. Ask for the need to be met
- III. Receive the good, don't devalue or divert
- IV. Use the nutrients to be healthy & push on toward your mission

The nutrients of Grace & Truth over Time
grow the fruit in our
Personal life (behavior/feelings)
People relationships (family, ministries, work) &
Performance ("doing" areas of life)

"Two are better than one, because they have good return for their labor:
If either of them falls down, one can help the other up.
But pity anyone who falls and has no one to help them up."
Eccl. 4:9-10