

H.E.A.R. Discipleship Center Int'l
Ministerial Development
Course: Leadership

How to Confront Effectively

- ❖ **CONFRONT:** to confront is to lead someone to the reality of his situation and the realization that change is needed.

Nobody likes to hear the truth. Jesus said the truth in the Word is like a two-edged sword that sometimes cuts through and other times, it heals the wound. It is necessary that each one of us be confronted with the truth of our character, the situations in our home, and many other areas. Hebrews 4:12

- **What should our intention and purpose be for confronting people?**

- **Love**
The reason why we confront people should be love. If we don't tell them the truth, we become contributors to their downfall. Many people don't believe, or are unaware that they have a problem that needs to be confronted with the truth, but someone who truly loves them needs to do it.
- **To correct what is wrong**
You cannot correct what is wrong if it is not confronted. Remember that problems only get worse if not confronted at the proper time.

“And you shall know the truth, and the truth shall make you free” John 8:32

We must know the truth concerning our condition, sin, our relationship with God and our personal life. For this to happen, someone must be willing to tell us the truth with the purpose of correcting what is wrong in us. This person should be a friend, our pastor, a family member, or a brother who loves us enough to confront us with the truth in love.

The truth by itself really hurts, but if we say it accompanied by love and mercy, it produces the desired effects. We should never confront in anger or with sarcasm because this blocks the communication process.

- ❖ **Why are some people unable to confront?**

- **Fear of losing a friendship**

Sometimes we are fearful of losing the love or friendship of those around us. However, keep in mind that if a person is not confronted, it's because he is not loved enough. Eventually, we will be partially responsible for his/her fall, because we were aware of his/her mistakes, or “his blind spot”, yet we did nothing to warn him of the danger at the proper time.

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- Fear of rejection

One main reason we do not confront is the fear of rejection. We want to avoid feeling the pain of rejection, or want to avoid losing a friendship or relationship. The decision not to confront contributes to what is wrong in the person needing confirmation.

Example of Confrontation

“Now when Peter had come to Antioch, I withstood him to his face, because he was to be blamed; for before certain men came from James, he would eat with the Gentiles; but when they came, he withdrew and separated himself, fearing those who were of the circumcision. And the rest of the Jews also played the hypocrite with him, so that even Barnabas was carried away with their hypocrisy. But when I saw that they were not straightforward about the truth of the gospel, I said to Peter before them all, “If you, being a Jew, live in the manner of Gentiles and not as the Jews, why do you compel Gentiles to live as Jews?” Galatians 2:11-14

The Apostle Peter had a problem with hypocrisy. He ate and lived like the Gentiles who lived under grace, trying to convert them to Judaism, yet was afraid to be seen eating with them, by the Jews, who lived under the law of circumcision

The final outcome resulted with Peter repenting of hypocrisy because he was confronted by Paul with the truth. As leader, **you must confront continually, as this is a way to grow spiritually.**

❖ **How to confront effectively.**

We should follow the same steps our Lord used to confront the churches in the book of Revelations.

1. **Begin with an affirmation.** When the confrontation begins with an affirmation it eliminates tension and brings peace between the parties involved. Revelation 2:2,3
2. **Express your feelings.** Tell the person you are confronting what bothers you, how you feel, what he did wrong; tell him what you have against him and why. Be clear and specific. Remember to separate the person from the bad action. You are confronting the person and making them responsible for their actions. Revelations 2:4
3. **Remind the person when and where he/she failed you.** The key to reminding them of the problem consists in telling the individual when and where the problem started; it is very important for people to know this. If they are able to understand this, they will be willing to correct their mistakes. Revelation 2:5

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4. **Provide a solution to the problem. “Repent and do the first works.** Many people talk about the problem without offering solutions such as these, “I believe that if you acknowledge what you said about me and never do it again...or “if you get rid of the anger in your heart you will be healed.” Revelation 2:5
5. **Confront immediately –don’t wait any longer.** The longer we wait to confront, the less we’ll want to do it. Don’t wait too long! Do it as soon as possible and stop the enemy from gaining the upper hand!
“Or else I will come to you quickly.” Revelation 2:5
6. **We must be sure there’s no anger in us before confronting anyone.** Otherwise, we will hurt the other person and make the situation worse. Be wise and wait until the anger is gone and then confront the problem.
7. **Talk about the consequences.** When a person is confronted, he must know there is a solution to the situation at hand, but if he doesn’t make an effort to solve it, there will be consequences. We must inform him that if he corrects the problem, there won’t be any need to face the consequences. “Remember therefore from where you have fallen... **I will come to you quickly and remove your lampstand from its place—unless you repent.**” Revelation 2:5
8. **Finish with words of affirmation and reward.**
“To him who overcomes I will give to eat from the tree of life.” When Jesus confronted the church at Ephesus, He started and ended with words of affirmation, saying: “If you repent and fix the problem, you will receive the reward.” {example: “If you stop your rebellious attitude, we can work better as a team.”

❖ **Words and attitudes we must avoid when confronting:**

- **Avoid words such as, “never” and “always.”**

Sometimes these words make people fall away and protect themselves, and they don’t offer any hope for change. For example: “You never ask for forgiveness.” You are always complaining and murmuring.”

- **Avoid sarcasm.**

Sarcasm is counter-productive and very offensive. It ignites anger in the other person. It is also an indication that you are more angry with the person than with their actions. Sarcasm uses many ironic and indirect phrases that hurt people.

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- Confront in private, not in public.

Make every effort to confront in private; this avoids causing shame to the other person.

-Don't apologize for the confrontation.

If we apologize, we give the impression of not knowing what we're doing.

An effective leader must learn how to confront difficult situations in every area and he must have a positive attitude. He must confront every situation with love and courage.