

Servant Leadership Tool #4- Seek and Share Truth

Zechariah 8:16

16 These are the things you are to do: Speak the truth to each other and render true and sound judgment in your courts.

Ephesians 4:25

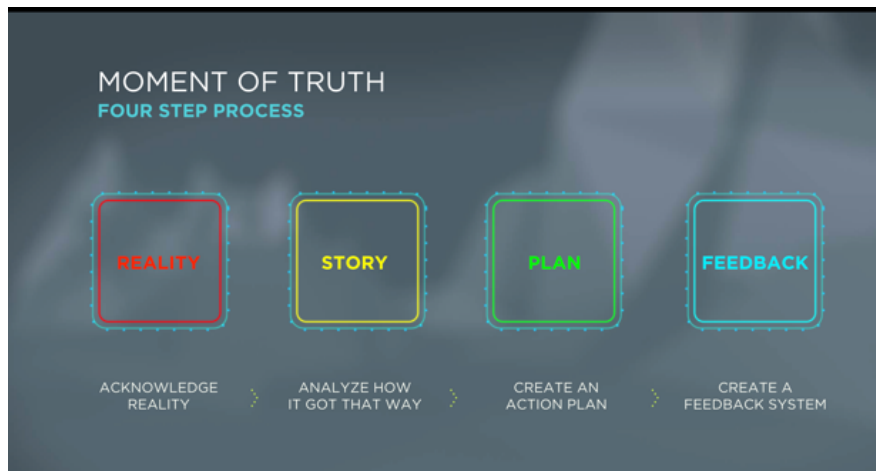
Therefore, laying aside falsehood, speak truth each one of you with his neighbor, for we are members of one another.

Proverbs 12:17

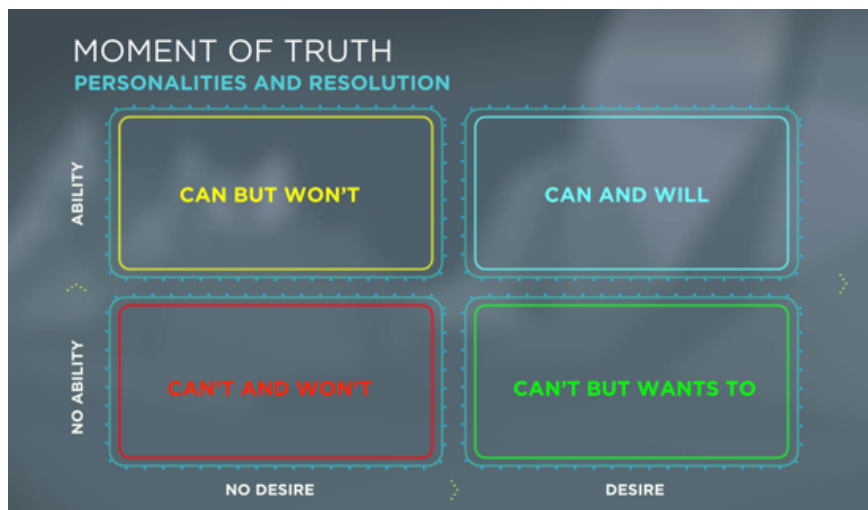
He who speaks truth tells what is right, But a false witness, deceit.

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- **Simply by Sharing Truth, you can increase your organization's Capacity 25%-40%**
 - An organization is two or more people with a perceived common goal
 - Family, business, church, etc.
 - Without truth, organizations flounder and fail
 - The key is Facts before Story. This is about Truth and not opinion
 - We don't share truth because of ME
 - Conflict
 - Hurt the relationship
 - Make someone feel bad
 - We don't do this well despite being called to share truth
 - Sharing truth to serve vs punish
 - It doesn't have to be a major ordeal- Cycle of drama
 - Use grace and mercy
 - Love = Pursuing the best for others patiently, kindly, sacrificially, and unconditionally
 - Measure small and measure often
 - Do a MOT anytime **ACTUAL DOESN'T MEET EXPECTED**
 - Requires clear expectations
 - SLY
 - There are several perspectives to consider when sharing truth
 - From me for others
 - Parent > Child
 - Parent > Parent
 - Child > Parent
 - From me for me
 - Parent Child is the easiest and is still rarely done well
 - Use Digital or Binary questioning

- Sharing truth is a four-step process



- Facts before story
- “Can we agree, this was the expectation, and you haven’t been meeting it? Yes, or no?”
- Parent > Parent is more difficult but can be done
- Establish a culture of truth
 - Ask them to share truth with you over and over and over until it becomes a norm
 - Ask PERMISSION to share truth with them
 - Questions are always better than statements **but not WHY**
- Child > Parent can be even more difficult and require more time
 - Ask leading questions
 - Make it their idea
 - Plant seeds and then water them
- From me for me



- Creating a truth culture is foundational and important to a healthy organization
- Clear expectations
- Do this with a Servant Heart

- Measure Small Measure Often
- Increase your organizational capacity