

HOW TO LEAD: *the "Fixer"*

WHO HAS A GREAT IDEA TO MAKE IT ALL BETTER ("HAVE YOU TRIED...?")

DO'S & DON'TS

DO *this*

... *Not* THIS



Acknowledge the well-intentioned motives of the Fixer: attempting to offer practical help and real solutions to alleviate pain.



Ignore that "fixing" may fuel appreciation, significance, and/or superiority as "the giver."



Realize meddlesome or uninvited fixing can lack empathy and communicate, "I know what's best for you."



Squash gifts of teaching or service. Instead, reroute these gifts. (Could the Fixer administrate the next service project?)



Gently steer conversation back to the humility of listening rather than contributing. "That's an idea. [Storyteller], can you tell us more about...?"



Allow the entire group to intrude with "let's fix ____'s problem," unless that's what the storyteller wants.



Encourage your group to identify and lean into questions of their souls (*Is God really good?*), creating space to listen to God and each other—and seeking the journey with Him rather than just clarity.



Avoid unearthing painful questions ("Is God punishing me?"), which like Job's friends, can drive them into deeper despair.



Model reflective listening. Acknowledge storytellers' emotions. Like Jesus, ask open-ended, thoughtful questions ("What do you need most right now?").



Settle for glib, simplistic answers that reduce someone to a problem to be remedied.



Encourage the storyteller's own ability to listen for God's voice.



Regularly allow a fixer to trample group members' boundaries with unwanted "help."