**V S C**



**VICTIM SURVIVOR CONQUEROR**

**Confrontation**



**Manual & Workbook**

**Confrontation**

*“Adam, Eve, where are you?”* The probing voice of Yahweh (God) pierces the evening air, confronting to two pounding hearts hiding in the foliage. Just hours before, all was so perfect, so peaceful…but when they ate the forbidden fruit, everything changed. They chose to disobey Yahweh (God)-they choose to defy His authority-and now they flinch in fear as they hear His voice come nearer and nearer. As they step out of their hiding. How will Yahweh (God) confront the guilty couple? Things could have been so different. He created this first man and first woman and placed them in a perfect environment where He planned to meet all their needs. If only they had obeyed Him! If only they had trusted Him! But, because of their fatal choice, they forfeited His perfect plan. Now what will He say to them… and what will be His approach? How will He confront their sin? For the first time, rather than being at peace with Yahweh (God), the couple cowers in fear at His presence. Yahweh (God) responds with questions: *“Who told you that you were naked?” Have you eaten from the tree I commanded you not to eat from?”* Yahweh *(*God) turns and asks Eve, *“What is this you have done?”* Although Yahweh (God) clearly knew all that had transpired in their lives that day, He chose to confront both of them with questions-questions to expose their sin and establish the truth-to expose wrong to establish right (Genesis 3:9,11,13)

**Definitions Concerning Confrontation**

Like Adam and Eve, most of us do not like having our sin exposed. Like them, we try to cover it up-to hide all evidence-in an effort not to “get caught.” Our preference is to figure out a way to “get away with it” to somehow “make it go away’ or, at the very least, not have to “take responsibility for it.” Assuming this behavior is natural and common to all humans, how do we deal with wrongdoing? How do we face our own “demons,” and how do we handle the demons of others? Clearly, the answer is not by ignoring, avoiding, hiding, or covering up offenses. But what is the answer? If we use the way Yahweh (God) dealt with Adam and Eve as our model, then we must acknowledge bad behavior, face the consequences of bad behavior, and make efforts to change bad behavior. We must expose what is wrong to establish what is right. That process is called “confrontation,” and it requires wisdom and discernment.

*“Wisdom is found on the lips of the discerning, but a rod is for the back of him who lacks judgment.”*

*Proverbs 10:13*

**What Constitutes Confrontation?**

**. *Confrontation*** is encountering a person in order to expose what is wrong, with the goal of establishing truth…confrontation what is wrong to establish what is right.

**. *Confronting*** a person helps establish the truth for the purpose of conviction, correction, and a change of life.

-At times Yahweh (God) will guide you to confront so that others can *see their need* to change as well as to *know what and how to change.*

*“The grace of Yahweh (God)…It teaches us to say ‘No’ to ungodliness and worldly passions, and to live self-controlled, upright and godly lives in this present age…These, then, are the things you should teach. Encourage and* ***rebuke*** *with all authority.”*

*Titus 2:11-12, 15*

**What are the 5 methods of confrontation used in the Bible?**

Unfortunately, most people are fairly opinionated about how Yahweh (God) confronts mortal human beings in the Bible, and Yahweh’s (God’s) love is generally not what first comes to mind. Typically, people picture Yahweh (God) sitting behind an enormous judge’s bench, pounding a huge, celestial gavel with eyes blazing and a boney finger pointing at some puny, helpless human while meting out severe judgement upon the poor soul. However, this idea does not display the true character of Yahweh (God).

Since our loving God created the human race with immense diversity, He also uses various and diverse methods to confront according to each individual’s need. From questions asked of Adam & Eve in the book of Genesis to His rebuke of the churches in Revelation, undeniably Yahweh (God) uses various methods of confrontation.

**Method #1…Confronting with a question (indirect)**

**Job 38-42:6**

Have you ever witnessed the wisdom of those who ask many questions of others…though they already know the answers? These intuitive individuals have discovered a powerful secret: Asking wise questions helps others gain insight into truth through inner reflection. In the Bible, Job begins reflecting on his wrong thinking, knowing that Yahweh (God) will confront him…

“…what will I do when Yahweh (God) confronts me? What will I answer when called to account?”

Job 31:14

**When Should You Confront?**

Since there is a wrong time to confront when it does more damage than good and a right time to confront when it serves Yahweh’s (God’s) purpose, how do you know the time is right?

**You Should Confront…**

**. When someone is in danger.** Some people say or do things that hurt themselves or others to the extent that lives are at risk. Yahweh (God) opposes all abusive behavior whether it is self-inflicted or inflicted onto others. You need to intervene when you see any behavior that puts people in harm’s way.

*“Rescue those being led away to death; hold back those staggering toward slaughter. If you say, ‘But we know nothing about this,’ does not he who weighs the heart perceive it? Does not he who guards your life know it? Will he not repay each person according to what he has done?”*

*Proverbs 24:11-12*

**. When a relationship is threatened.** Relationships are vulnerable to damaging words or actions. You need to confront when necessary to preserve the relationship.

*“I plead with Euodia and I plead with Syntyche to agree with each other in the Elohim (Lord). Yes, and I ask you, loyal yokefellow, help these women who have contended at my side in the cause of the gospel, along with Clement and the rest of my fellow workers, whose names are in the book of life.”*

*Philippians 4:2-3*

**. When division exists within a group.** One of the enemy’s tactics is to cause quarrels, strife, and jealousy among a body of believers. Yahweh (God) calls us to unity, agreement, and peace. He charges us to guard and protect these precious relationships.

*“Let us therefore make every effort to do what leads to peace and to mutual edification.”*

*Romans 14:19*

**. When someone sins against you.** Difficult though it may be, Yahweh (God) gives you a clear directive to confront anyone who does something to you that clearly violates Yahweh’s (God’s) will in regard to how you are to be treated.

*“If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over.”*

*Matthew 18:15*

**. When you are offended.** Sometimes you can be offended by someone’s actions even when the actions are not sinful. For the sake of the relationship, confronting in humility and exposing your concern allows the other person to be sensitive to you in the future and to not intentionally offend you by continuing the offensive actions.

*“Be completely humble and gentle; be patient, bearing with one another in love. Make every effort to keep the unity of the Spirit through the bond of peace. Ephesians 4:2-3*

**. When someone is caught in sin.** At times you will see sin in others to which they are blind. While guarding against the possibility of the same sin in your own life, Yahweh (God) wants to use you to expose the sin and help the one trapped to overcome it.

*“When I (God) say to the wicked man, ‘You will surely die,’ and you do not warn him or speak out to dissuade him from his evil ways in order to save his life, that wicked man will die for his sin, and I will hold you accountable for his blood.”*

*Ezekiel 3:18*

**When others are offended.** Sometimes confronting on behalf of others is appropriate. In cases of prejudice, injustice, or violence toward those unable to defend themselves, Yahweh (God) expects you to take up their cause and speak out against the wrong done to them. The apostle Paul confronted Peter openly.

*“I opposed him to his face, because he was clearly in the wrong. Before certain men came from James, he used to eat with the Gentiles. But when they (the Jews) arrived, he began to draw back and separate himself from the Gentiles because he was afraid of those who belonged to the circumcision group. The other Jews joined in his hypocrisy, so that by their hypocrisy even Barnabas was led astray.”*

*Galatians 2:11-13*

**When Should You Not Confront?**

While confrontation can create unity, it can also divide. To avoid needless damage, you should not confront…

**#1 When you are not the right person to confront.** If you are not the one offended or not responsible for the one offended, you may not be the one who should confront. However, Yahweh (God) might use you to help the person who is responsible to confront.

*“Like one who seizes a dog by the ears is a passer-by who meddles in a quarrel not his own.” Proverbs 26:17*

**#2 When it’s not the right time to confront.** You may be the right person to do the confronting, but it may not be the right time or your heart may not be right.

*“There is a time for everything…a time to be silent and a time to speak.”*

*Ecclesiastes 3:1-7*

**#3 When you are uncertain of the facts.** Be sure you are fully informed of what is happening. Sometimes asking the right questions and listening objectively will reveal that you are simply misperceiving the situation.

*“He who answers before listening-that is folly and his shame.”*

*Proverbs 18:13*

**#4 When it’s best to overlook a minor offense.** You may find that overlooking minor offenses allows Yahweh (God) to convict others of their errors. When in doubt, erring on the side of restraint and mercy is generally best.

*“Hatred stirs up dissension, but love covers over all wrongs.”*

*Proverbs 10:12*

**#5 When you are committing the same sin.** Paradoxically, you can most offended by people who are engaging in the very behaviors with which you yourself struggle. We are hypocritical if we try to correct others when we ourselves are guilty of the same thing. First correct your own behavior. Then you can help correct the behavior of some else.

*“Why do you look at the speck of sawdust in your brother’s eye and pay no attention to the plank in your own eye? How can you say to your brother, ‘Let me take the speck out of your eye,’ when all the time there is a plank in your own eye? You hypocrite, first take the plank out of your own eye, and then you will see clearly to remove the speck from your brother’s eye.”*

*Matthew 7:3-5*

**# 6 When your motive is purely your own rights, not the benefit of the other person.** A “my rights” attitude will only damage the spirit of a positive confrontation. Therefore, consider another’s interests over your own.

*“Do nothing out of selfish ambition or vain conceit, but in humility consider other better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.”*

*Philippians 2:3-4*

**#7 When you have a vindictive motive.** Before you confront, genuine forgiveness of the offender is imperative. In your heart, release the offender into the hands of Yahweh (God). Your confrontation must not be to satisfy your secret desire to take revenge or to get even.

*“Do not repay anyone evil for evil. Be careful to do what is right in the eyes of everybody.”*

*Romans 12:17*

**#8 When the consequences of the confrontation outweigh those of the offense.** Look at the degree of the offense before you confront. Some battles pay little dividends and are just not worth the fight!

*“Better a dry crust with peace and quiet than a house full of feasting, with strife.” Proverbs 17:1*

**#9 When the person you want to confront has a habit of foolishness and quarreling.** Avoid confronting people who are unwilling to recognize their offense. If you cannot avoid the confrontation, you may need to take others with you to help in confronting these persons.

*“Don’t have anything to do with foolish and stupid arguments, because you know they produce quarrels. And the Lord’s servant must not quarrel; instead, he must be kind to everyone, able to teach, not resentful.”*

*2 Timothy 2:23-24*

**#10 When setting aside your rights will benefit an unbeliever. Yeshua (**Jesus) modeled suffering for righteousness’ sake and exhorts you to endure hardship for the sake of exposing God’s character to the unbeliever. Allow room for Yahweh (God) to work in another’s heart by showing restraint.

*“It is commendable if a man bears up under the pain of unjust suffering because he is conscious of Yahweh (God)…To this you were called, because Messiah (Christ) suffered for you, leaving you an example that you should follow in his steps.” 1 Peter 2: 19, 21*

**#11 When the person who offended you is your enemy.** Sometimes it is best not to confront but to win them over by for them and blessing them. You and your offender are ultimately responsible to Yahweh (God) for your actions. The path to peace might mean forgiving and blessing your offender without ever confronting the offensive behavior.

*“Love your enemies and pray for those who persecute you may be sons of your Father in heaven. He causes his sun to rise on the evil and the good and sends rain on the righteous and the unrighteous.”*

*Matthew 5:44-45*

**#12 when confrontation will be ineffective and reprisal severe.** You may not be able to effectively confront a person who has a violent temper and who is likely to exact severe retribution on you or someone you love.

*“Whoever corrects a mocker invites insult; whoever rebukes a wicked man incurs abuse.” Proverbs 9:7*

**Question: “If I have a Christian friend who is continuing to live in sin, am I obligated to confront my friend?”**

**Answer:** Realize that you may be Yahweh’s (God’s) agent to help your friend change and then grow to be more Christlike. If you care enough to confront, Yahweh (God) can use you to encourage and support different loved ones to overcome habits that enslave them or alienate them from others. At times He will call you directly but lovingly intervene in the lives of fellow believers who have wandered from the truth and have become ensnared by sin.

*“My brothers, if one of you should wander from the truth and someone should bring him back, remember this: Whoever turns a sinner from the error of his way will save him from death and cover over a multitude of sins.” James 5:19-20*

**. If You Are *Passive/Avoider…***

-Your strategy is to completely *avoid* the problem without ever addressing the person directly.

-You have a fear-based mentality, perhaps learned in childhood that could make you feel unworthy or inadequate to confront.

-By avoiding confrontation, however, you allow the sinful behavior of the other person to continue creating relational conflicts.

**The Bible Records King Saul’s confession,**

*“I have sinned…I was afraid of the people and so I gave in to them.”*

*1 Samuel 15:24*

**If You Are Aggressive/Attacker…**

-Your strategy is to ***attack*** the other *person*, not the problem.

- You build up your own self-esteem by attacking and suppressing others.

--By attacking, you may win the momentary battle, but you lose the ultimate war. Your inappropriate attacks harm the relationship and provide no lasting resolution for correcting offensive behavior.

***The Bible says,***

*“The Elohim (Lord) detests all the proud of heart. Be sure of this: They will not go unpunished.” Proverbs 16:5*

**If You Are Passive/Ambusher…**

-Your strategy is to ***ambush*** the other person without confronting the problem.

- You are afraid and prefer hiding, manipulating, and ambushing in order to gain power rather than directly confronting.

-You keep a record of real or imagined offenses to justify getting even. You find it difficult to accept responsibility for hurting others, and you act as a “sniper,” shooting slander, sarcasm, and mocking remarks from a distance.

-By ambushing, you avoid a direct confrontation while at the same time you look for subtle ways to make a power play. Your relational conflicts are never resolved because you never deal with them.

***The Bible says,***

*“A mocker resents correction; he will not consult the wise.”*

*Proverbs 15:12*

**. If you are Assertive*/Activator… (a positive strategy!)***

-Your strategy is to actively ***assert*** yourself by confronting in order to resolve the problem.

-You deal fairly and respectfully with everyone involved by listening carefully, stating the truth, correcting untruth directly, and exposing areas where people differ or misunderstand one another.

--You make requests, taking the need of others into account by courageously giving words of admonishment, rebuke, or encouragement when appropriate.

-By asserting yourself, you provide the greatest opportunity to have positive relationships because you speak with discernment and confidently confront with sound judgment.

*“My son, preserve sound judgment and discernment, do not let them out of your sight…For the Elohim (Lord) will be your confidence and will keep your foot from being snared.” Proverbs 3:21, 26*

Certain other strategies may ***seem right*** for the moment, but they will not bring about godly results and will ultimately fail. Only an ***assertive strategy*** based on truth will succeed and stand the test of time.

***The Bible says about those who have subversive strategies….***

*“Devise your strategy, but it will be thwarted; propose your plan, but it will not stand, for Yahweh (God) is with us.”*

*Isaiah 8:10*

**What Can You Say…How Can You Say It?**

Deciding that you need to confront is one thing. Deciding what you need to say is another! Preparing your wording in advance will help you speak clearly and lovingly when the occasion for confrontation arises.

**. Confronting unjust treatment on behalf of a coworker**

- “Maybe you felt he was not doing his job adequately, but do you think it is fair to fire him without allowing him an opportunity to change?

- “You might encourage him by pointing out the improvements that need to take place within his area of responsibility.”

**. Confronting a friend who is excessively late**

- “I thought we were to meet for lunch at 1:00. I have been waiting for an hour. Did I misunderstand the time we agreed on?”

**. Confronting a friend who violates your personal boundaries**

- “Please know that I enjoy talking with you, but we need to talk at earlier times in the evening. I really need to get more sleep at night; therefore, let’s not call each other past 9:00pm.”

**. Confronting a spouse for repeated failure to call when late for dinner**

- “I’ve had dinner ready at 6:30 for the last five days, yet you’ve not called to say that you would be late. I need you to call me by 6:15 if you are not going to be on time. If you have not called by 6:30, the children and I will go ahead and eat.”

**. Confronting a coworker for gossip and slander**

- “Would you tell me what you said to others about the project I’ve just finished?”

- “I heard that you actually said that you don’t respect my work.”

- “It would be helpful if you would come directly to me with your concerns. I sincerely want to do my best, and I will value your comments.”

**. Confronting others to help them see their blind spots**

- “I know you have experienced a deep sense of betrayal by your friend. Do you think it is wise to continue to trust him?”

- “Do you think it is wise to put all your emotional eggs in one basket and not develop some other meaningful relationships?”

**. Confronting to set or enforce boundaries**

- “I did not stop coming overt without a reason. You heard your mother request that I no longer help you with homework because she didn’t want you to be dependent on outside help. Please understand that I enjoy working with you, but I must honor her request.”

- “I thought you said you were not going to eat any more sweets after 7:00p.m. Do you still want me to hold you accountable for that?”

**Causes for A Lack of Confrontation**

Do you know someone who is arrogant…rude…cruel…. but continues to get away with it? While you wish he would change, deeper still, you wish he would get what he deserves!

That is exactly why one man refused to deliver a life-changing message to people he considered “the enemy.” They were arrogant and cruel. He didn’t want to confront them because they just might change and then they wouldn’t have to pay for their cruelty.

Jonah has a *passive-aggressive* mindset:

He *passively* remains silent so that the people will not repent.

He *aggressively* does everything possible to keep them from receiving Yahweh’s (God’s) mercy.

Jonah’s mindset needs a major overhaul-he needs a boatload of mercy. Jonah could receive the blessing of Yahweh (God) if only he would offer the mercy of Yahweh (God)-Jonah needs to hear the words of Jesus,

*“Blessed are the merciful, for they will be shown mercy.”*

*Matthew 5:7*

**Why Is It Difficult to Confront?**

Although the Bible says much about the benefits of confrontation, we frequently avoid confronting those who offend us. Why do we sidestep one-on-one encounter when it could restore a strained relationship?

**It Is Difficult to Confront When…**

**You are a shy person.** Confrontation does indeed take boldness and strong faith in the Lord.

* **However,** take heart, Yahweh (God) will always give you His strength to do what is right.

*“I can do everything through Him who gives me strength.”*

*Philippians 4:13*

**You risk more damage to the relationship.** If the offender does not respond properly, there is legitimate danger that the relationship may be damaged.

* **However,** by confronting with the proper spirit and in the proper way, you can trust Yahweh (God) to bring about His purposes through your confrontation.

*“He who ignores discipline himself, but whoever heeds correction gains understanding.”*

*Proverbs 15:32*

**You may hurt someone’s feelings.** Sometimes confrontation does inflict emotional pain, but your intervention may help a person avoid suffering severe consequences of persistent, harmful behavior. Honesty in a friendship is more valuable than excessive praise and flattery.

* **However,** it is better to hurt a little now for a short time than to hurt a lot throughout a lifetime.

*“He who rebukes a man will in the end gain more favor than he who has a flattering tongue.”*

*Proverbs 28:23*

**You could risk advancement or career opportunities.** If you confront a coworker or even a supervisor, you do risk earning a reputation as a “confrontational” or “contentious” person.

* **However,** if you confront in love and with a correct attitude, your offender is likely to see that you are not trying to hurt them.

*“Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone.”*

*Colossians 4:6*

**You know that you have faults and don’t want to appear hypocritical.** It is true-*no one is perfect.*

* ***However,*** if you wait until you are perfect before you try to help others with their imperfections, you will never confront the sin in anyone’s life. The requirement for confrontation is not perfection but is compassionate reaching out to others who are struggling in sin.

*“He who conceals his sins does not prosper, but whoever confesses and renounces them finds mercy.”*

*Proverbs 28:13*

**You have never seen proper, biblical confrontation.** Angry arguments and inappropriate accusations were the patterns modeled for you as a child.

* **However,** don’t allow negative examples from your past to dissuade you from learning and practicing biblical confrontation.

*“Do not conform any longer to the pattern of this world but be transformed by the renewing of your mind. Then you will be able to test and approve what Yahweh’s (God’s) will is-his good, pleasing and perfect will.”*

*Romans 12:2*

**Why Should Your Confrontation Be Assertive?**

Two goals must be kept in balance when confronting someone: On the one hand, you need to expose the negative ***behavio***r – on the other hand, you need to maintain a respectful ***relationship.*** Three of the four approaches yield poor results because they do not keep this balance. Only one approach addresses the behavior problem and, at the same time, preserves the relationship.

*“There is a way that seems right to a man, but in the end, it leads to death.”*

*Proverbs 14:12*

**The Passive Approach: “Running Away-Staying Away”**

If you ***avoid*** confrontation because of fear, you resign yourself to maintain the mindset *I lose, you win.*

***Instead…***

* Face your offender and set boundaries for the relationship. This will give a greater opportunity for you to eventually earn respect.
* Be willing to give up the relationship, if the offense is serious or the offender is dangerous, in order to protect yourself and potentially motivate the offender to change.

*“Do not rebuke a mocker or he will hate you; rebuke a wise man and he will love you.”*

*Proverbs 9:8*

**The aggressive Approach: “My Way or the Highway”**

If your confrontation turns into an ***attack*** because you must be on top, you assume the position *I will, you lose!*

***Instead…***

* Look beyond the short-term argument to win a mutually caring long-term relationship, which is the goal of successful confrontation. Seek to understand the deeper needs of your offender that are represented by the wrong behavior.
* Look for healthy compromise to produce necessary behavioral change in order to preserve the relationship with your offender.

*“Do not take revenge, my friends, but leave room for Yahweh’s (God’s) wrath, for it is written: ‘It is mine to avenge; I will repay, ‘says the Elohim (Lord).”*

*Romans 12:19*

**The Passive-Aggressive Approach Have It Your Way-but You’ll Pay”**

If you ***ambush*** the character of another person because you feel powerless, your goal is *I lose, but you lose too!*

***Instead…***

* Avoid the trap of undermining the character of another rather than confronting directly. The temptation to slander or gossip is a passive-aggressive approach that fails to resolve the offensive behavior.
* Retreat temporarily from your offender, if necessary, but don’t let your need to collect your thoughts be a reason to avoid confronting directly.

*“A wise son heeds his father’s instruction, but a mocker does not listen to rebuke.”*

*Proverbs 13:1*

**The Assertive Approach: God’s Way-the Best Way”**

When you ***assertively*** confront because you care about the relationship, thereby offering hope for a change in behavior, your goal is a win-win Solution-*We both win!*

***Realize…***

* The reward of an assertive confrontation is greater trust and respect, which results in a deeper and more satisfying relationship. And confrontation is a means for greater unity in the body of Messiah (Christ).
* Assertive confrontation may produce short-term conflict, but it is often the means for long-term gain. Relationships can be strengthened and people’s lives can be changed when you learn to confront assertively.

*“I appeal to you, brothers, in the name of our Elohim Yeshua Messiah (Lord Jesus Christ), that all of you agree with one another so that there may be no divisions among you and that you may be perfectly united in mind and thought.”*

*1 Corinthians 1:10*

**The 11 Commandments of Confrontation**

**#1** Yahweh **(**God) declares that you are…to show respect and are to be treated with respect. *“Show proper respect to everyone.” 1 Peter 2:17*

**#2** Yahweh **(**God) declares that you are…to speak truthfully from your heart and that others are to speak truthfully to you.

*“Each of you must put off falsehood and speak truthfully to his neighbor.”*

*Ephesians 4:25*

**#3** Yahweh **(**God) declares that you are…to listen to others and that others should listen to you.

“Everyone should be quick to listen, slow to speak and slow to become angry.” James 1:19

**#4** Yahweh **(**God) declares that you are…to express appropriate anger and to have anger appropriately expressed toward you.

*“In your anger do not sin.” Ephesians 4:26*

**#5** Yahweh **(**God) declares that you are…to give and to receive only justifiable rebukes.

*“He who listens to a life-giving rebuke will be at home among the wise.”*

*Proverbs 15:31*

**#6** Yahweh **(**God) declares that you are…to value and to protect your conscience.

*“I strive always to keep my conscience clear before God and man.”*

*Acts 24:16*

**#7** Yahweh **(**God) declares that you are…to say *no* without feeling guilty.

*“Say ‘No’ to ungodliness and worldly passions.”*

*Titus 2:12*

**#8** Yahweh **(**God) declares that you are…to remove yourself from an abusive situation.

*“Do not make friends with a hot-tempered man, do not associate with one easily angered.” Proverbs 22:24*

**#9** Yahweh **(**God) declares that you are…to bring opposing parties together to determine what the real truth is.

*“The first to present his case seems right, till another comes forward and questions him.” Proverbs 18:17*

**#10** Yahweh **(**God) declares that you are…to seek emotional and spiritual support from others.

*“Let us not give up meeting together…but let us encourage one another.”*

*Hebrews 10:25*

**#11** Yahweh **(**God) declares that you are…to appeal to a higher authority when necessary.

*“If the charges brought against me by these Jews are not true, no one has the right to hand me over to them. I appeal to Caesar!” Acts 25:11*

**Wrong Beliefs about Confronting:**

The **passive** person says: “If I confront others, the end result will be Bad-I will hurt, they will hurt, and our relationship will be hurt. By avoiding confrontation, I can protect my basic needs from being threatened. The only way that I can please those around me is to keep silent.”

The **aggressive** person says: “If I don’t strongly confront others, the end result will be Bad-I will lose, they will win, and my goals will not succeed. By strongly confronting, I can ensure that my basic needs are met. The only way I can reach my goals is to dominate others.”

The **passive-aggressive** person says: “If I confront, I could be rejected-if I don’t confront, I could be belittled. By masking my discontent, I can still find ways to make my point without risking personal loss. The only way I can reach my goals is to avoid direct confrontation but covertly attack from a safe distance.”

**Right Belief about Confronting:**

The assertive person says: “I will neither be afraid of nor exaggerate opportunities to confront. Knowing that I am deeply loved, eternally secure, and truly significant, I will be willing to confront with confidence, knowing that confrontation can produce positive growth and change.”

*“Am I now trying to win the approval of men, or of Yahweh (God)? Or am I trying to please men? If I were still trying to please men, I would not be a servant of Messiah (Christ).” Galatians 1:10*

**Steps to Solution**

Life is full of confrontations-from birth to death. Parents confront the misbehavior of their children, couples confront the problematic behavior of their spouses, peers confront the unacceptable behavior of friends, employers confront the unsatisfactory behavior of employees, law enforcement officers confront the illegal behavior of citizens, and Yahweh (God) confronts the sinful behavior of everyone. Confrontation is inevitable and impossible to escape. Therefore, the question is not, “*Will* confrontation occur?” but “*How* will it occur?” How will you choose to confront troublesome behavior in your own life, and how will you confront it in the lives of others? Will you let emotion-fear, anger, frustration-dictate your actions? Or will you let Yahweh (God) rule over your emotions and allow Him to direct your actions? If the Spirit of Yahweh   
(God) indwells you, then you have everything you need to confront assertively. As you study and learn His ways of confronting, He will enable you to put His ways into practice.

*“His divine power has given us everything we need for life, and goodliness through our knowledge of him who called us by his own glory and goodness.” 2 Peter 1:3*

**Key Verses to Memorize**

*“Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted. Carry each other’s burdens, and in this way, you will fulfill the law of Messiah (Christ).”*

*Galatians 6:1-2*

**Key Passage to Read and Reread**

Matthew 18:15-17

**Spiritual Steps for Confronting Offenders**

**. Step One: Confront Alone…………………………….…Matthew 18:15**

*“If your brother sins against you, go and show him his fault, just between the two of you. If he listens to you, you have won your brother over.”*

-to preserve the dignity of the other person

-to show your personal concern for the other person

-to give occasion for clarifying motives

-to offer opportunity for repentance

-to provide the possibility of complete reconciliation

**. Step Two: Confront with Witnesses……………...Matthew 18:16**

*“But if he will not listen, take one or two others along, so that ‘every matter may be established by the testimony of two or three witnesses.”*

-to show the seriousness of the offense

-to express that other people have concern

-to confirm and clarify the accusation

-to offer a second opportunity for repentance

-to provide accountability and hope for change

**. Step Three: Confront before the Church Body………...Matthew 18:17**

*“If he refuses to listen to them, tell it to the church; and if he refuses to listen even to the church, treat him as you would a pagan or a tax collector.”*

-to reveal the severity of the offense

-to demonstrate proper confrontation to the entire church body

-to offer restoration of the person to the entire church body

-to discipline the unrepentant person for the sake of Christian unity

**Personal Preparation for Confronting**

**Confront Your Sin and Accept God’s Mercy**

You will never be ready and fully able to confront someone else until you’ve taken a confronting look at yourself…from the inside out. You, like everyone else, were created to have a personal relationship with God, but sin has caused that relationship to be broken. There is only one way to a restored relationship with God-through His Son, Jesus. In order to be right standing with God, you must confront the fact that you have sinned and you need God’s mercy. His free gift that He graciously offering it to you through Jesus

**Self-Evaluation Checklist**

**□ Is your heart, right?**

* Look at the conflictfrom the offender’s perspective.Listen in order to gain insight into thoughts, feelings, and concerns.
* Acknowledge that you are fallible.
* Take responsibility for your emotional reactions.
* Be humble. Is there something God is trying to teach you in this circumstance beyond the immediate outbursts?

*Search me, O God, and know my heart; test me and know my anxious thoughts. See if there is any offensive way in me and lead me in the way everlasting.”*

*Psalm 139:23-24*

□ **Is your tongue under control?**

If you find yourself being sarcastic, giving subtle hints or jabs, talking behind someone’s back, tearing down someone’s reputation, lying, grumbling, or complaining, you are not in a position to confront in a loving way.

*“The good man brings good things out of the good stored up in his heart, and the evil man brings evil things out of the evil stored up in his heart. For out of the overflow of his heart his mouth speaks.”*

*Luke 6:45*

□ **Are you willing to ask forgiveness of your offender?**

When you ask forgiveness for your own failures, often others are able to see and feel convicted of their own failure and will respond with, “Yes, and would you also forgive me?

*“Confess your sins to each other.”*

*James 5:16*

□ **Have you forgiven your offender?**

Forgiveness does not mean that you feel good about the person or the offense. Rather, it is the act of releasing that person from obligation to you.

*“Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you.” Colossians 3:13*

□ **Have you prayed for the offender?**

Pray for Godto intervene and help the offender recognize sinfulbehavior and turn from it so that God will be glorified in the person’s life.

*“Far be it from me that I should sin against the Lord by failing to pray for you. And I will teach you the way that is good and right.” 1 Samuel 12:23*

□ **Do you care about your offender?**

Make sure you approach the person you are seeking to correct with a prayerful and tender heart.

*“Administer true justice; show mercy and compassion to one another.”*

*Zechariah 7:9*

□ **Are you sensitive to the pain of your offender?**

There is an old adage that says, “Hurt people hurt people.” Don’t make your pain the central issue of a confrontation.

*“Mourn with those who mourn.”*

*Romans 12:15*

□ **Does your goal for the confrontation match the level of offense?**

You might be tempted to exaggerate the offense because you have not found comfort for your hurt. The severity of the encounter must be balanced to match the severity of the offense.

*“He has showed you, O man, what is good. And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.” Micah 6:8*

□ **Will you complete the task and help your offender?**

Before, you confront, make sure you are willing to invest the time and energy necessary to encourage the offender to overcome the offensive behavior.

*“The punishment inflicted on him by the majority is sufficient for him. Now instead, you ought to forgive and comfort him, so that he will not be overwhelmed by excessive sorrow…Reaffirm your love for him.”*

*2 Corinthians 2:6-8*

**Question: “Is it gossip or slander to ask someone for counsel about how to confront someone who has offended me?”**

**Answer:** The principle of first confronting a person alone does not mean that you should not seek godly counsel about how to confront. But, if both parties are Believers in Christ then the confrontation should not be taken to someone that is not a Believer. If both parties are Believers and attend the same church, the confrontation should not be taken outside of the church. So, if the confrontation is taken outside the church then yes, it is gossip. The first step of actual confronting should be done privately because it is usually easier for the offender to accept what you are saying when you go alone.

*“Listen to the advice and accept instruction, and in the end you will be wise.”*

*Proverbs 19:20*

**The Three Approaches for Confrontation**

After you decide that you are going to confront, you must decide the best way to confront so that the person can receive the maximum benefit. Since different methods produce different results, consider the following scenarios and how you can best use them to help the one you are confronting. The apostle Paul used both face-to-face and written confrontation in his ministry to the early churches. His example of assertive confrontation through these two approaches is seen throughout His epistles and can be of great valve to you as you seek to confront others in a godly way.

*“Even when we were with you, we gave you this rule: ‘If a man will not work, he shall not eat.’ WE hear that some among you are idle. They are not busy; they are busybodies. Such people we command and urge in the Lord Jesus Christ to settle down and earn the bread they eat.”*

*2 Thessalonians 3:10-12*

**Face To-Face**

**Advantages**

Most personal form of communication

Allows you to….

-express your concern in person

-see immediate reaction

-read body language

-hear tone of voice

-receive immediate feedback

-clarify misunderstanding

**Disadvantages**

Most threatening to the offender and the confronter

Gives little time for offender to ponder your words and to process before responding.

Can be more emotional and offers less control over what is heard and said-may lead to regrettable statements.

**Telephone**

**Advantages**

-Less formal than face-to-face

-Usually easier to set up meeting

-allows you direct confrontation with less intensity

**Disadvantages**

Immediacy perhaps more threatening to the offender.

Gives the offender little time to process before reacting.

Doesn’t allow you to express warmth or concern through your body language.

Can be more easily terminated by the offender before the conflict is resolved.

**Written**

**Advantages**

Offers the most objective scenario

Because it is not done in haste

Provides control of wording, timing, expression

Provides a healthy distance from an abuser

**Disadvantages**

Such an established permanent record cannot be rescinded.

Certain negative behaviors need a more personal confrontation in order to address the need for change.

Offender can choose not to respond

**How to use the Sandwich Technique**

When confronting someone who needs to be corrected, the “Sandwich Technique” has proved to be an effective way to both instruct and encourage at the same time. We all know how it feels to be unsuccessful, to have plans fail for lack of preparation, information, or skills-or to have relationships fail for lack of insight, discernment, or communication. We also know how it feels to fail because of blatant wrongdoing on our part, reacting angrily when disappointed, and forcing compliance when pressured, or seeking retaliation when rejected. In such times, we need someone to come alongside us and, in a gentle, nonthreatening way, “set us straight” before we do even more harm.

*“Brothers, if someone is caught in a sin, you who are spiritual should restore him gently.”*

*Galatians 6:1*

**Bread of Praise:** Begin with a positive statement, a sincere compliment, or a genuine statement of loving care. Accentuate the positive aspect of the situation.

*Example:* “I know this is very difficult time for you, but I know you have the God-given courage and the ability to rise above this situation and turn it around. I would love to help you if you will let me.”

“A man finds joy in giving an apt reply-and how good is a timely word!”

*Proverbs 15:23*

**Meat of correction:** Clarify the desired goal. Objectively recount the chain of events that led up to the present problem, examining what might have gone wrong and why. Problem-solve by brainwashing about possible options presently available for correcting the situation. Then determine a future course of action.

*Example:* “Let’s look at the situation and ask God to help us figure out what happened and how we can work on establishing a new strategy that will set you on a correction course and improve your chances of being successful.”

*“Whoever loves discipline loves knowledge, but he who hates correction is stupid.” Proverbs 12:1*

**. Bread of encouragement:** Conclude with a statement expressing confidence and assurance of future success.

*Example:* “I’ve seen you overcome difficulties in the past, and I know you can do this. I’m extremely proud of you. I believe in you, and I believe in God, who lives within you. If you follow His leading and rely on Him for your sufficiency, you will succeed at everything He calls you to do.”

*“Encourage one another and build each other up, just as in fact you are doing. 1 Thessalonians 5:11*

Personal Preparation for Confronting

**Conducting One-on-One Confrontation**

**Set Your Goals for Confrontation**

***Don’t* choose any setting where interruptions or distractions could easily occur.** Suggest a place.

: Let’s meet in the conference room where we can have privacy and not be interrupted.”

**Do…**Control the time and place as much as possible to minimize distractions and to maximize privacy and focus. A neutral setting is best where there are no telephone interruptions, television, music, or Internet distractions.

*“There is a time for everything, and a season for every activity under heaven.” Ecclesiastes 3:1*

***Don’t* become angry or defensive** at the negative reaction of those confronted. Avoid a statement like this: “Don’t get mad at me. You’re the one in the wrong!”

***Do…***Speak directly and honestly, but also gently and respectfully, knowing that the one you are speaking to needs a changed heart. “I realize this is difficult to hear, but we can work it out and get things resolved between us.”

*“A man of knowledge uses words with restraint, and a man of understanding is even-tempered.” Proverbs 17:27*

***Don’t* speak for others. “**Some people feel like….”

***Do….*** keep the conversation personal! “I have noticed….”

*“The wise in heart are called discerning, and pleasant words promote instruction.” Proverbs 16:21*

***Don’t* attack character. *“***You’re lazy…dishonest…greedy…hateful…irresponsible!”

***Do…***Address behavior-specific problematic patterns. I’m concerned that you’re not following

(getting your homework done…getting to work…getting to meetings.”)

*“Reckless words pierce like a sword, but the tongue of the wise brings healing.”*

*Proverbs 12:18*

***Don’t* use generalities or inference.**“You just need to change!”

***Do…***Speak in concrete, specific terms. I’m concerned about the direction your life is going.

When I (heard, saw) (action, behavior), I felt (sad, disappointed) because (state the reason).”

*“The teaching of the wise is a fountain of life, turning a man from the snares of death.”*

*Proverbs 13:14*

***Don’t* use shaming tactics.**“Remember when you (failed…forgot…were caught)? You should feel horrible.”

***Do…***Help the offender process any guilt or shame. “I know you must feel bad about your actions, and I do too. But God doesn’t want you to be guilt-ridden, and neither do I. Can we talk about it and turn it over to him?

*“Be kind and compassionate to one another, forgiving one another, just as in Messiah Adonai (Christ God) forgave you.” Ephesians 4:32*

***Don’t* focus on your own pain.** “I continue to feel angry, hurt, frustrated.”

***Do…***Focus on the offender’s need to repent and change.

*“He (the Lord) is patient with you, not wanting anyone to perish, but everyone to come to repentance.” 2 Peter 3:9*

***Don’t* shut off conversation or objectivity.**“I don’t want to hear anything you have to say.”

***Do…***Offer hope. Realize there are no hopeless people-only those who feel hopeless. God offers hope to everyone.

*“The heart of the righteous weighs its answers, but the mouth of the wicked gushes evil.”*

*Proverbs 15:28*

***Don’t* say “You’re hopeless” or act as though no hope exists.**

***Do…*** Offer hope. Realize there are no hopeless people-only those who feel hopeless. God offers hope to everyone.

*“I know the plans I have for you, ‘declares the Lord, ‘plans to prosper you and not harm you, plans to give you hope and a future.” Jeremiah 29:11*

***Don’t* put people “in cement,’ assuming they will never change. “**You’ll never change! You’ll always….”

***Do…*** Be patient, praying that as you plant seed of truth, in time the person will change. Realize

That people don’t change overnight.

*“Be patient with everyone.” 1 Thessalonians 5:14*

***Don’t* assume that a confrontation is wasted just because it ends in anger or rejection.** “I guess this is a waste of time and energy.”

***Do…***Be prepared for hostility and lack of cooperation. Some people need time to process a confrontation before they can take responsibility for further communication.

*“The Lord’s servant must quarrel; instead, he must be kind to everyone…Those who oppose him he must gently instruct, in the hope that God will grant them repentance leading them to a knowledge of the truth, and that they will come to their senses and escape from the trap of the devil, who has taken them captive to do his will.” 2 Timothy 2:24-26*

**Common Questions about Confrontation**

**Question: “How do I respond to someone who reacts defensively or with anger when confronted?**

**Answer:** You cannot control the response of others. If you lovingly and responsibly confront, yet people fail to respond appropriately, you may need to let them go by releasing them to God. Each person is directly accountable before God for their wrong behavior, and ultimately, He will judge them justly.

*“Each of us will give an account of himself to God.” Romans 14:12*

**Question: “If I have confronted someone for wrong behavior and that person continues to rebuff my words, should I continue to bring it up?”**

**Answer:** If no change occurs after repeated attempts to confront someone who is clearly wrong, don’t continue confronting. The Bible says,

*“If anyone will not welcome you or listen to your words, shake the dust off your feet when you leave that home or town.” Matthew 10:14*

**Question: “If someone refuses to take responsibility when confronted, can I take that person to court? What can I legally do when someone has wronged me in a way that costs me materially or psychologically?”**

**Answer:** The goal of confrontation is to correct someone who is at fault in order to ultimately bring unity and peace. Litigations used when rights have been violated and a person refuses to accept responsibility. Litigation rarely results in unity or peace. That is why scripture instructs Christians to settle their conflicts outside of court (1 Corinthians 6:1-7). Some disputes can best be settled with the help of others who will listen to both parties and then mediate a settlement (Matthew 18:15-17). With an unbeliever, although civil action is not forbidden, God’s heart is still for reconciliation.

*“As you are going with your adversary to the magistrate, try hard to be reconciled to him on the way, or he may drag you off to the judge, and the judge turn you over to the officer, and the officer throw you in prison.” Luke 12:58*

**The Difference Between Constructive and Destructive Confrontation**

**Destructive Confrontation…**

**.** Focuses on character

**.** Uses degrading, accusing, or threatening words to motive change

**.** Assumes a negative motive in offensive behavior

**.** Gives no opportunity for apology or restitution

**.** Demand immediate correction as a condition for continued fellowship

**.** Imposes no consequences or disproportionate consequences

**.** Puts total responsibility for correction on the offender

**Constructive Confrontation…**

**.** Focuses on behavior

**.** Uses loving, hopeful, and encouraging words to motive change

**.** Assumes a desire to grow and become more like Christ

**.** Invites confession and is eager to forgive and seek reconciliation

**.** Allows for time to grow and learn better behaviors

**.** Offers appropriate consequences that develop character and responsibility

**.** Accepts responsibility for accountability through the change process

*“Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always preserves. Love never fails.”*

*1 Corinthians 13:4-8*

**Mastering the Assertive Style**

The secret to mastering confrontation is to learn not only how to confront assertively, but also how to interact effectively with the different ways people respond. For example, your approach toward a passive person should be different from your approach toward an aggressive person.

**The Key Components of Assertive Confrontation**

**. Begin with a positive statement-a sincere compliment.**

-“I value our relationship. I appreciate your (name good character traits).”

**. Describe the unacceptable behavior and how it made you feel.** (Address only the facts. Make no personal attacks.)

- “The last three times that we agreed to leave at 8:45, you arrived late, and we didn’t leave until after 9:00. Truthfully, being late makes me feel not only bad, but also disrespected.”

**. Personal expectations.**

- “I would like for us to go together, but no matter what you choose to do, I have decided to be on time from this point forward.”

**. Communicate consequences with a plan of accountability.**

- “In order to be on time next week, we need to leave by 8:45. If you’re not here by then, I will have to leave without you. However, I’m hoping we can leave together.”

*“Instruct a wise man and he will be wiser still; teach a righteous man and he will add to his learning.” Proverbs 9:9*

**#1 Confronting “Avoiders”-The *Assertive Approach* *to Passive People***

Deal gently, but firmly with passive people. Fear of failure causes them to not want to take responsibility. Your goal as an assertive confronter is not to push passive people out of their comfort zone, but to elicit their cooperation and to get an agreed upon plan with accountability for a change of behavior. (Realize that acting assertively may feel aggressive to those who are passive.) Consider this example of confrontation with a passive person who is repetitively late.

* **Involve them in the problem and offer solutions. Counter their objections with encouragement that a change of behavior is possible.**

“How do you feel about being late?” (Wait for response.) “I’m glad to hear that you don’t want to be late. What are you doing before coming here that causes you to be late? What creative alternative do you think would bring about a solution? What do you think about ***planning*** to here at 8:30 instead of 8:45? You could set your clock ahead fifteen minutes to help you to be on time.”

* **Declare in specific, measurable terms what is to be expected.**

“If we are to go together, I need you to be here by 8:45. I expect you to call me by 8:30 if you see that you cannot make it so I can make other arrangements.”

* **Give them simple choices to help them make decisions.**

“Would you rather be here by 8:45 so that we can go together, or would you like for me to make other arrangements?”

* **Obtain their agreement to follow through and hold them accountable.**

“Are we in agreement that you will be here no later than 8:45?” (Wait for a response.) “Thank you! That means a lot to me. To make sure we’re on the same track, will you call me at 8:30 to assure me that you are leaving on time? I feel sure you’re not trying to be late and that in your heart you really do want me to be on time.”

*“Let the wise listen and add to their learning, and let the discerning get guidance.”*

*Proverbs 1:5*

**#2 Confronting “Attackers”-The *Assertive Approach to Aggressive People***

Deal directly with those who are aggressive because they respond well to those who stand up to them. Consciously choose to be clam, yet bold. Determine that you will not be intimated by fear or provoked to anger. The goal is not to win an argument, but to gain agreement that a change of behavior is necessary and then to devise a plan for change.

* **Reclaim whatever control of your life that you should not have given away.**

“Until now, I have not said anything about your being late. However, being on time is an important valve to me. In the future I plan to be on time even if it means going by myself; therefore, if we are going together, you need to be on time.

* **Give the aggressive person a chance to talk. Then say back what you heard.**

“What I’m hearing you say is…. Is that right? Is there anything else you want to say about that?

* **Openly defuse a competitive atmosphere.**

“I realize we don’t see eye-to-eye on this subject. My expectation-wanting to be on time-is not a personal attack against you. To me, repetitive lateness is an issue of integrity-a destructive habit that only you have the power to change. Do you understand why this is important not just to me, but to you as well?” (Wait for response.) “Good!”

* **Draw the line in the sand: State the principle and maintain it.**

“I need you to make a commitment to be on time. If you won’t make this a priority, I will make other arrangements to go by myself. You may not see this is an issue of integrity, but I do. Integrity involves being reliable and faithful to keep your word. Because I know you want to be a person of integrity, you need to develop the habit of being bon time.”

*“The man of integrity walks securely.”*

*Proverbs 10:9*

**#3 Confronting “Ambushers”- The *Assertive Response to Passive-Aggressive People***

Deal directly and transparently with passive-aggressive people. Because they are afraid to state their desires through direct interaction, your goal is to confront their indirect attacks and motivate them to be open and direct with you.

* **Expose their offensive behavior while holding them accountable for the truth.**

“You’ve been over 30 minutes late the last three times. Do you agree that this is true?

* **Confront their covert issues with you by inviting direct and open criticism.**

“Have I done something to offend you? Have I done something to cause you to be afraid of me? Is there a reason why you want to be late? Have you considered that it might be intentional?”

* **Hold them accountable to ask for what they want.**

“I want you to talk with me directly and state explicitly what you Want-I need that! I can’t read your mind. Will you do that for me and, more importantly, for yourself?”

* **State your expectation of having direct communication between the two of you, along with the consequences of not doing so.**

“I see that the underlying problem is not your lateness, but instead a lack of direct communication between the two us. I realize that being late may not be an issue of integrity for you, but it is an issue of integrity to me. In the future, I will need you to be on time if we are to go together. Otherwise, we will go separately. But more importantly, I am expecting you to come to me about any problems you have with me. Can we agree on that?”

*“The integrity of the upright guides them, but the unfaithful are destroyed by their duplicity.”*

*Proverbs 11:3*

**The Four P’s of an Appeal**

**#1 The Personal**

-Affirm rather than attack.

“I want you to know how much I value you (or love or care about you), and I am genuinely concerned about your behavior.”

*“Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.”*

*Ephesians 4:29*

**#2 The Past**

-Give recent, specific example describing the offender’s negative behavior and the personal impact it had on you.

“Yesterday, when you were drunk and slurred your speech in front of my friend, I felt humiliated.”

*“A truthful witness gives honest testimony.”*

*Proverbs 12:17*

-Be brief, keeping examples to three or four sentences.

*“A man of knowledge uses words with restraint, and a man of understanding is even-tempered.”*

*Proverbs 17:27*

**# 3 The Pain**

-Emphasize the painful impact the addict’s behavior has had on you by using “I” statements.

“I felt deeply hurt and degraded because of the way you yelled at me.”

*“A wise man’s heart guides his mouth, and his lips promote instruction.”*

*Proverbs 16:23*

**# 4 The Plea**

-Make a personal plea for your loved one to receive treatment.

“I plead with you to get the help you need to overcome (offensive behavior). If you are willing, you will have my help and deepest respect.”

*“The tongue has the power of life and death.”*

*Proverbs 18:21*

**What Is the Best Response When You Are Confronted?**

Make your relationship a priority over your personal rights.

*“The very fact that you have lawsuits among you means you have been completely defeated already. Why not rather be wronged? Why not be cheated?*

*1 Corinthians 6:7*

Demonstrate a heart willing to understand the other person’s perspective. Be willing to change where necessary and to heal any relational tension.

*“If it is possible, as far as it depends on you, live at peace with everyone.”*

*Romans 12:18*

Listen carefully even if you disagree with the other person’s perspective. Give yourself time to consider what the other person says before you respond.

*“Everyone should be quick to listen, slow to speak and slow to become angry.”*

*James 1:19*

Respond with humility. Give your reputation to God and ask Him to help you with your relationships.

*“Humble yourselves, therefore, under God’s mighty hand, that he may lift you up in due time.”*

*1 Peter 5:6*

Consider those who confront you as being a gift from God. Flattery builds your pride, but confrontation helps you grow in the Lord.

*“He who rebukes a man will in the end gain more favor than he who has a flattering tongue.”*

*Proverbs 28:23*

Maintain dignity and discernment. Allow God to speak to you through the other person. Your confronter may be someone who can help you get past an obstacle in your life. Even if you do not agree with the confronter, God may still use this opportunity for you to esteem the confronter for the courage displayed in confronting you and for the valve placed on your relationship.

*“He who ignores discipline despises himself, but whoever heeds correction gains understanding.”*

*Proverbs 15:32*

Do not be defensive or reactive but consider the counsel of your confronter. God may be using that person to help you grow closer to Him. The benefits of confrontation may include coming closer to God, living a more loving lifestyle, and growing more intimate with your confronter.

*“A man who remains stiff-necked after many rebukes will suddenly be destroyed-without remedy.”*

*Proverbs 29:1*

Material taken from: Confrontation-Challenging others to change from June Hunt Hope for the Heart

Confrontation Workbook

1. **What is the purpose of confronting someone?**
2. **The process of “confrontation,” requires \_\_\_\_\_\_\_\_ and \_\_\_\_\_\_\_\_\_\_.**
3. **What does Proverbs 10:13 say about wisdom and the person who lacks judgment?**
4. **What Constitutes Confrontation?**
5. **Where do we see confrontation for the first time in the Bible?**
6. **What was God’s approach to confronting Adam & Eve?**
7. **Why did God use this approach?**
8. **Is this the way you have been shown to confront someone?**
9. **Should you confront no matter the situation?**
10. **There are seven different times when you Should Confront, name each one and describe each one.**

1. **Name the twelve different situations when you should not confront.**
2. **“If I have a Christian friend who is continuing to live in sin, am I obligated to confront my friend?”**
3. **Are you a *Passive/Avoider…?***
4. **Are you Aggressive/Attacker…?**
5. **Are you Passive/Ambusher…?**
6. **Are you Assertive*/Activator… (a positive strategy!)?***

**17. What Can You Say when Confronting a friend who is excessively late?**

**18. What can you say when Confronting to set or enforce boundaries?**

**19. Name six ways that make it difficult to confront.**

**20. Name four types of approaches that are used in confronting? Describe each one.**

**21. Why Should Your Confrontation Be Assertive?**

**22. Name the 11 Commandments of Confrontation and the scripture reference.**

**23. What is the wrong belief about confronting for a passive person?**

**24. What is the wrong belief about confronting for an aggressive person?**

**25. What is the wrong belief about confronting for a passive-aggressive person?**

**26. What is right belief about confronting for an assertive person?**

**27. Name the three Spiritual Steps for Confronting Offenders.**

**28. Self-Evaluation Checklist**

**29. “Is it gossip or slander to ask someone for counsel about how to confront someone who has offended me?”**

**30. Name the three approaches for confrontation.**

**31. Name the advantages & Disadvantages of the first type of confrontation.**

**32. Name the advantages & disadvantages of the second type of confrontation.**

**33. Name the advantages & disadvantages of the last type of confrontation.**

**34. What is the best technique to use when confronting someone?**

**35. Describe the technique.**

**36. Name the eleven Don’ts of conducting One-on-One confrontation.**

**37. “How do I respond to someone who reacts defensively or with anger when confronted?**

**38. “If I have confronted someone for wrong behavior and that person continues to rebuff my words, should I continue to bring it up?”**

**39. What is the four key components of assertive confrontation?**

**40. What is the best assertive approach to confronting passive people?**

**41. What is the best assertive approach to confronting aggressive people?**

**42. What is the best assertive approach to confronting passive-aggressive people?**

**43. What is the four P’s of an appeal?**

**44. What Is the Best Response When You are Confronted?**