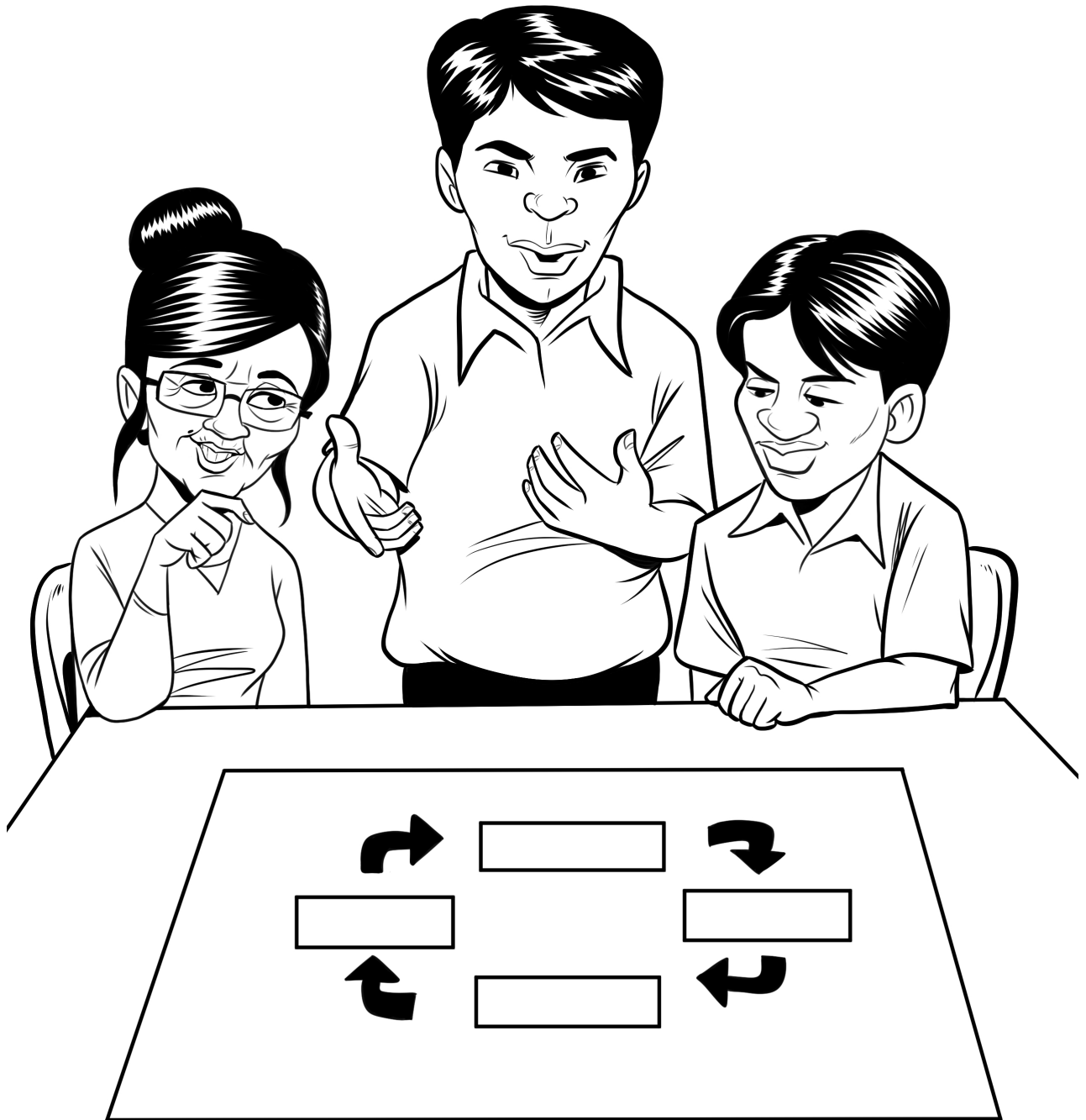


Facilitator Development

TRUTH
CENTERED
TRANSFORMATION

— How People Change —



Student Guide

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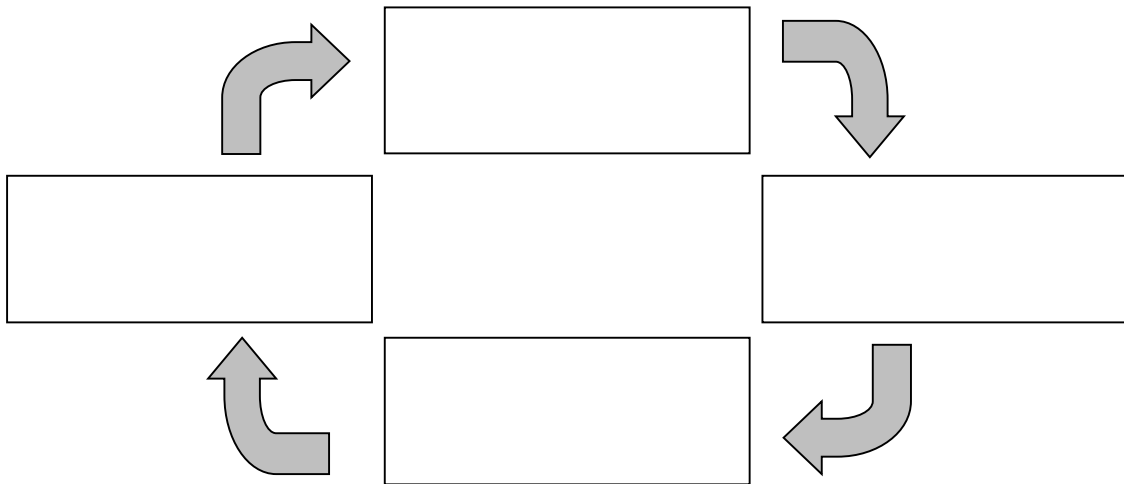
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1.1 The Change Process



1. Life Experience – the change process starts with what people already know, believe and value.
2. Reflection – in the next stage people think about their experiences and compare them to an alternative.
3. Decision – at this point a person must make a decision about whether or not they will change.
4. Action – they then act on this decision. The results of their action are then added to their life experience and the cycle begins again with each life experience.

1.1 Reasons Why People Change

1. See a new way of doing
2. A pressing need or a problem to be solved
3. A Crisis
4. Embarrassment or shame
5. God's Intervention

2.1 Seeing a New Way of Doing Things

Being an Example – Show people a different way through your own personal example or the example of your family or church.

Remember the story of Lepcha used in Module 2. Lepcha and his family brought change in the community by being an example to others.

Discuss in Small Groups:

- What did they do differently?
- What changes occurred in the community as a result?
- How can we model change to others?
- What are some of the things that your family could do to model change to others?
- What can we learn from this story about helping people change?

PERSONAL REFLECTION:

Are you living as a good example to others now? What could you do to be a better example?

Educating or training – teaching people about new techniques or sharing new information about a subject.

What specific lack of knowledge holds people back from changing in your area?

What are some ways you could help others by connecting them with new techniques or information that they need?

Telling Stories – sharing new ideas through telling stories.

What are some stories you have heard in our program? Think about stories you have heard from other leaders or trainers and also stories printed in the trainings and in the magazine. List at least 10 stories.

Think about the problems in your area. Which of the stories that you listed above could help to inspire people to try something new?

What can you do to make sure that churches hear and remember some of these inspiring stories?

PERSONAL REFLECTION:

- What good practices do you model to others?
- What changes can you make to your life to be a better model to others?
- Do people learn from your life? How do you know?
- How can you help more people to learn from your example?

2.2 A Pressing Need

Think about a problem that you may have had that was the turning point to urge you to make a change in your life. Example: A painful tooth that had to be removed would make you start cleaning your teeth more so that you don't have that kind of pain or lose more teeth.

Can you think of an example from your own life?

Identify a persistent problem in your community that is the result of people being unwilling to change.

- Do most people recognize that it is a problem?
- What are some new ways we can help people understand why they should change?

In small groups discuss:

- What are some other examples you have seen where someone has stopped people from facing a pressing need?
- What was the consequence of that?
- Is it possible to help someone too much?
- How do you know if you are helping too much and causing them to avoid facing a pressing need?

3.1 Obstacles to Change

Partner Discussion

- What are some of the changes that you initially wanted to make after studying Module 1?
- Which changes did you manage to make?
- What changes have you been unable to make or maintain?
- What are some of the obstacles and difficulties that you encountered?
- Which of the obstacles were within you? (*personal attitude, motivation, etc.*)
- Which were external? (*related to other people, the environment or circumstances, etc.*)

Obstacles

Obstacle	What we can do to help:
<p>Human Sinfulness. Positive change can be blocked by our sinful nature.</p> <p><i>For example: Often we are lazy or selfish and we are not willing to make the effort required to change.</i></p> <p>Other examples:</p>	
<p>Satanic Lies. As we talked about in Module 2 training, Satan tells us lies. He wants us to stay poor. If we believe the lies of Satan then we are not going to change. We may believe that we are right and don't need to change or we might think that it is impossible to change so we won't be willing to try.</p> <p><i>For example: We may not want to send our daughters to school because we believe that it is not important to educate girls as they only look after their families and the fields. There is nothing at school for them to learn. This is a lie from Satan, actually women can play a key role in society. If a woman does spend her time raising her children then it has been shown that women who have been educated have much healthier children than those who don't.</i></p>	

<p><i>However Satan wants us to believe the lie that education is not important. He knows that if we educate our children our communities will move out of poverty.</i></p> <p>Other examples:</p>	
<p><u>Lack of knowledge.</u> We can not change if we don't know that there is another way to do something.</p> <p><i>For example: We may be told that we must feed our children more nutritious food but if we don't know what food they should eat and how to prepare it then we will not be able to change.</i></p> <p>Other examples:</p>	
<p><u>Lack of supportive people.</u> We need encouragement and support of others to change. If no one will support us then it is very difficult to change.</p> <p><i>For example: We may know that we should send our daughters to school but if no one else in the village educates their daughters then we may be embarrassed to do so. Or if our husband or wife thinks that we are crazy to spend money on educating girls we might not bother.</i></p> <p>Other examples:</p>	
<p><u>Presence of opposition.</u> If there are people who are trying to stop us from changing then it is very difficult to change. These people may be family, friends, neighbors or officials.</p> <p><i>For example: You may want to send your children to school but your spouse refuses to allow you to spend money in that way. They want the children to help around the home and in the fields.</i></p> <p>Other examples:</p>	
<p><u>Lack of resources.</u> If we don't have enough financial or material resources to make the change then we are less likely to change.</p> <p><i>For example: We may learn about hygiene but not have enough money to build a latrine or access to water to wash our clothes more regularly.</i></p> <p>Other examples:</p>	

4.1 Giving Encouraging Comments

Is the comment really encouraging or not? Explain your thoughts.

1. So, I see you have tried to plant green vegetables to improve your health. It was a good idea but too bad it didn't work. Hopefully when you get to trade with your neighbor you will feel less tired.
2. I'm glad to hear you figured out how to eat more green vegetables. What other changes would you like to make now?
3. Wow! That's great that you did it. You didn't quit when things got hard. Good job!
4. You really pushed through some difficult challenges without giving up. I am inspired by your example. Your idea to trade with your neighbor showed that you were really thinking of different ways. How did you get that idea? I'm confident that not only will you gain energy when you eat green vegetables, but you will overcome other obstacles in the future when you make other changes.

Encouraging comments are:

- **Genuine** – you mean what you say.
- **Specific** – give details of what you observed and what stood out.
- **Personal** – share what you see in the person that made them successful and share anything that encouraged or inspired you.
- **Hopeful** – success makes future success more believable. What will this success help them do in the future?

Personal Reflection: Think of someone you've noticed that has been making an effort to make changes in their life. Take a few minutes now to write out an encouraging comment that is genuine, specific, personal and hopeful. Make a plan to either verbally give your encouraging comment or write it and give it to the person.

5.1 Depending on God

The Jews were in crisis. The King had listened to the evil man Haman and granted permission for all the Jews to be slaughtered. The day was set. Their only hope was if Queen Esther could persuade the King to change his mind. But this was no easy task! The King was very proud. He had had already gotten rid of one queen for disobeying him. Queen Esther needed to speak to the King about the Jews, but he had not called for her in a month. If she went on her own, then the King could choose to have her killed as punishment.

Queen Esther needed God to open the King's heart. Only God could make the King willing to listen and change his mind. So before she dared to go to the King, she called for all the Jews to join her in three days of fasting and prayer. They prayed that the King would be willing to listen to Queen Esther. Their prayers were answered! The King did not kill Queen Esther for approaching him. God worked through Queen Esther to expose Haman's evil deeds and persuade the King to protect the Jews from slaughter. Thousands were saved because Queen Esther was able to change the mind of the King.

1. What did Queen Esther and the people do to prepare for trying to change the King's mind?
2. What might have happened if they had not prayed and fasted and depended on God? What if Queen Esther had just relied on her own skills of persuasion?
3. How often do we rely on our own skills and abilities instead of relying on God?
4. How much time do you spend in prayer and fasting before trainings or church visits?
5. What can you do to be more dependent on God to bring change in people?