

## People Principles

Welcome to Harvest Community Church

Series: 10X<sup>2</sup>

**Text: Proverbs 18:24**

Knowing how to get along and work with people is a vital skill in being 10X. It is important that we understand people and know that people have a desire to be understood, liked and listened to. People are naturally drawn to a “people person”. **Matthew 7:12, Mark 12:31, Romans 12:18**

Dale Carnegie wrote a book entitled “How to win friends and influence people.” It became so popular that he created an entire course out of it. This idea is something that all of us would do well to learn. Remember, skills can be learned. (Look over book outline)

People skills make the difference in those who excel and those who do not. Many people fall into the trap of taking relationships for granted. That is not a good thing because our ability to build and maintain healthy relationships is an important factor in how we get along in every area of life.

Life’s failures can usually be traced back to people. Entanglement with an abusive or neglectful spouse, a crooked business partner, a codependent family member or someone who just makes life miserable by being angry or manipulative or takes you for granted can cause great damage. How we handled a situation.

*~ When dealing with people, let us remember we are not dealing with creatures of logic. We are dealing with creatures of emotion, creatures bristling with prejudices and motivated by pride and vanity.*

*~ If there is any one secret of success, it lies in the ability to get the other person’s point of view and see things from that person’s angle as well as from your own.*

*~ People don’t care how much you know until they know how much you care.*

Relationships matter. Having the skills to initiate, build, sustain and maintain healthy good relationships is not something that everyone has. We need these skills for everything from marriage, business and friendships.

*~ The most useful person in the world is the man or woman who knows how to get along with other people.*

Many people grow up in dysfunctional homes and have never had a positive relationship modeled for them. Some are so focused on themselves and their own needs that it seems others do not exist. Some have been hurt so profoundly in the past that they see every person and situation through the filter of their pain. It takes relationally mature people to build a great relationship.

## Five People Principles

- 1) The Lense Principle – Who we are determines how we view others. You cannot separate your identity from your perspective. This is why knowing who we are in Christ is so important. All that we are and every experience that we have had colors how we see things and people.
  - Who we are determines what we see. We can be in the same room with the same people and those who we are with will see things differently than we do. What is around us doesn't determine what we see – what is within us does.
  - Who we are determines how we see others. The way that people see others is a reflection of themselves. If I am a trusting person, I will see others as trustworthy. If I am a critical person, I will see others as critical, If I am a caring person I will see others as compassionate. Your personality comes through when you talk about others and interact with them.
  - Who we are determines how we view life. We all have a frame of reference that consists of our attitudes, assumptions and expectations concerning ourselves, other people and life. These determine whether we are an optimist or a pessimist, whether we are cheerful or cranky, sunny or depressed, trusting or suspicious, friendly or reserved, brave or timid. These things color how we see life but also how we allow others to treat us.

~ Eleanor Roosevelt – No one can make you feel inferior without your consent.

We teach people how to treat us. What we teach comes from how we view life and our attitude about things including ourselves.

~ T.S. Elliot – Half of the harm that is done in this world is due to people who want to feel important.

People are like water, they find their own level. We tend to feel most comfortable with people who have the same self-esteem level as our own. This is why it is so important to find our worth in Jesus. This is why it is so important to know who we ARE in Christ and to allow God to heal our insecurities.

- Who we are determines what we do. All of us have abilities, gifts, talents and temperaments that determine who we are. Those things determine what we do. If we expect results different from our make-up then we are in for disappointment.

~ “Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.”

Upbringing, character development, education and Spiritual instruction all play apart in who we are. There are some things that are hardwired into people that they are going to be no matter the environment is. Seed is important. Go with your strengths. Stop trying to be a fish out of water.

- 2) The Mirror Principle – The first person that we must examine is ourselves. All of us must take responsibility for who we are.

~ Coping with difficult people is always a problem, especially if the difficult person happens to be you.

Sometimes we are our own worst enemy. People who are unaware of who they are and what they do often damage relationships with others. The way to change is to look in the mirror. You cannot change what you do not see.

- The first person that we must know after Jesus is ourselves. **Proverbs 23:7**  
Our thoughts and inner beliefs significantly shape our character and actions; essentially, what you think about yourself and your life largely determines how you behave and what you experience.
- When it comes to relationships, the first person that I must get along with is me. **Mark 12:31** This isn't about self-love this is about loving who God made you to be. If you are not comfortable with you, then you will not be comfortable with or around others. How we view ourselves puts a lid and limits our ability to build healthy relationships. With a positive view, the sky is the limit, with a negative view our positive relationships will always be limited.
- Honesty is recognizing the first person to usually cause ME problems is me. The mirror principle is about getting honest about our shortcomings, faults, issues and problems in order to address them. Many times, we project our issues on our relationships. This is why looking in the mirror is so important.
- The first person that I need to change is me. Self-improvement is really about letting God change us to be more like Him. Our call is not to be a better Me but to be more like Jesus. **2 Corinthians 3:18** If we ever think that we are finished growing then we are in trouble. If we want our relationships to be good then we must take responsibility for who we are. Our choices, attitude, temperament, insight, understanding and skill in being with others.

3) The Pain Principle – Hurting people hurt people and are easily hurt by them.

~ Be yourself is about the worst advice that you can give some people.

Four truths to keep in mind about pain

- a. There are many hurting people. If people are hurting then they are in pain. Pain makes all of us respond in some ways that are not helpful and in fact are harmful.
- b. Hurting people often hurt people. One person said – “If you hate a person, you hate something in them that is part of yourself. When a hurting person lashes out it is not always in response to what is happening to them but what is happening inside of them.
- c. Hurting people are often easily hurt by others. Just like an untreated wound becomes infected and then becomes sensitive to any type of touch either good or bad; the same is true of emotional wounds. Hurting people overreact, overexaggerate, are overly sensitive and then overprotect. Remember that when someone’s response is larger than an issue at hand, the response is about something much deeper.
- d. Hurting people often hurt themselves. “He who cannot forgive others breaks the bridge over which he must pass himself.” All too often hurting people sabotage their relationships because they don’t want to be hurt again.

~ Aurthur Clark – If you wish to travel far and fast, travel light. Take off all your envies, jealousies, unforgiveness, selfishness and tears.

To deal with hurting people:

Refuse to take it personally, hurting people will find offense when none is given. It is difficult not to but it is worth the effort.

Look beyond the person for the problem, this is called compassion and mercy. The Bible promises that the merciful person is blessed because they will receive mercy. Look past the person’s painful behavior and try to see what is causing them pain. This always helps us to approach people from a higher perspective.

Look beyond the situation, sometimes you have to deal with difficult things and difficult people. The truth is that if you do not deal with the difficulty then nothing changes. Jesus was able to go to the cross for the joy that was beyond the cross. The saying – “No pain, no gain” is true especially when dealing with hurting people.

Refuse to add to their hurt, never meet fire with fire or pain with pain. All an eye for an eye accomplishes is more blind people. **Romans 12:18-22** Remember God has called us to be a people of healing.

Do help hurting people to find help. You can’t force people to receive help but you can extend your hand.

4) The Hammer Principle – Never use a hammer to swat a fly off someone's head.

~ If all you have is a hammer every problem looks like a nail.

Having the right attitude is more important than having the right answers. We need to understand that winning relationships is more important than winning arguments.

**Proverbs 15:1** Never use a hammer when something gentler will do.

When tempted to use more force than is necessary do these things:

❖ Get the total picture. Refuse to jump to conclusions before you discover the entire matter. Never try to give answers to things until you have heard the entire question.

**Proverbs 18:13** slow down and really listen. **Proverbs 18:17**

❖ Understand timing. Apologize, or a relationship may be lost. Get a person to the hospital or a life may be lost. When we act is just as important as taking the correct action. The most common cause of bad timing is selfish motives. There is a time to encourage and a time to confront. The Bible says that there is a season for everything. It is vital to know what season that you are in.

~ The real art of conversation is not only to say the right thing in the right place, but to leave unsaid the wrong thing at the tempting moment.

❖ Understand that how we say something is just as important as what we say, this is called tone. Refuse to be tone deaf. People often respond to our attitudes and actions more than our words. You can say all the right things the wrong way.

❖ In the heat of the moment refuse to get hot. All too often the size of the problem changes because of the way that it gets handled. Many people lob grenades when a sling shot will suffice. Any time we let a little thing create a big reaction we are using a hammer. Too often we hammer people to drive an issue home. All we needed to do was make a point not a hole.

Advice for a softer touch:

Let the past stay in the past, refuse to get historical.

Ask yourself – Is my reaction part of the problem?

Remember that actions are remembered long after the words are forgotten.

Never let the situation mean more than the relationship.

Treat loved ones with love. **1 Corinthians 13:4-8**

Admit when you are wrong and ask for forgiveness.

5) The Elevator Principle – We can lift people up or take people down in our relationships.

~ People can be the wind beneath our wings or the anchor in our boat.

People are starving for encouragement and appreciation. They are hungry to be noticed and complimented.

Four kinds of people when it comes to relationships:

- The people who add something to life. We enjoy them. People who add value to others do so intentionally. These are the people who want to help and desire to genuinely be a friend.

~ Friendship consists of a willing ear, a ready word, and understanding heart and a helping hand.

- The people who subtract from life. We tolerate them. Subtractors don't help lift our burdens in life, they actually make them heavier. Most of what they do is unintentional. They are not givers, they are receivers. Healthy relationships are reciprocal. It takes skill to build up and no skill to tear down.
- The people who multiply. We value them. To become a multiplier, you must be more than intentional. You must also be strategic and skilled. These are people that desire to make you better and they know just how to do it.
- The people who divide. We avoid them. Dividers don't take you up, they drag you down to their level of living and thinking. They are miserable and they want your company. The Bible tells us that bad company corrupts. Dividers are so damaging because unlike subtractors, their negative actions are usually intentional. They are hurtful people who make themselves look good and feel better by making your life worse.

Here is how you can lift people up and add value to their lives.

Commit yourself to daily kindness and encouragement. RAK

Know the little difference between hurting and helping. (smile, holding a door, a compliment)

Initiate the positive in a negative environment.

Realize that life is not a dress rehearsal. Everyone can be a lifter. They don't wait until tomorrow they do it now. You don't have to be rich, smart, or even educated, you just have to care and want to.