



Coaching Guide

Missional Values



Principles drive behavior

“Constant, passionate, sacred core beliefs that drive behavior.”

Values-Driven Leadership – Aubrey Malphurs

Our goal is to inspire you to clarify your values because they are the foundation of what you think and do. Understanding your values helps you understand what is truly motivating you or, at a minimum, serves as a personal compass to evaluate why you love God, love others and make disciples. These three behaviors are the destination of the journey of faith. How we get there will look different for every follower of Christ. What is missing? Action!

Missional values answer the question Why am I doing what I do? For example, one value that Jesus embodied was “...to do the will of him who sent me and to finish his work” (John 4:34). This could be summarized in a missional value of “obedience”. This is the essence of why Jesus did what he did.

Before we begin this journey to introduce the nuanced progression from a disciple to a disciple coach, here are our basic definitions:

- The disciple, by definition, is a follower of Jesus.
- The disciple shifts, ever so slightly, when they become a disciple maker.
- The disciple maker shifts, by adopting a coach approach, to multiply disciples.

Overview

Have you ever asked yourself something like; “Do I do things differently at church than I do at work?” Maybe you notice some inconsistencies between your behavior in these two worlds, or you feel like you value different things when you are at work, than when you are at church. We know that wherever we are, we should be living like a Christian, worshiping, obeying and loving God in all that we do. So If Sunday’s service is worship and work is worship... Why do I act differently depending on the situation?

Is it possible that we don't fully understand what we value? Or that we have 2-3 different sets of values (for example: my church values vs. my work values vs. my family values). Maybe we are living by one set of values, with other values becoming selectively more or less dominant depending on what setting we are in.

Real-life Journey

It took me some time to walk through my life values (by "values" we mean principles that drive our behavior – values answer the question "Why do you do what you do?") and come to grips with the fact that I was not always consistently behaving in accordance with what I valued. I did not need two sets of values. What I needed was a deeper understanding of my values.

For example, one of my values is "people development", or wanting to see people become all that God intends for them to be. At work, this was played out through training classes, mentoring, coaching, and creating a freedom for upward mobility driven by personal accomplishment.

But at church I struggled to find a way to help people like I did at work. It was frustrating. I felt like I was able to live out my value of "people development" at work but not in my church. I was not living a life that was congruent. I was being authentic to who God created me to be at work, but not at church. It wasn't that things were different at work and church... my values were different. I was not being true to myself. This caused incredible frustration because my values were in conflict with each other and I would find myself having to change my identity depending on the situation.

I wanted to discover my life values; my true and deepest values, and then align them with my behavior in everything I did. But where did I begin?

Self evaluation can be difficult. If you find yourself, like me, weighing what you truly value, start with your most important, clear behaviors. For me that came down to love God, love others and make disciples.

Reflect

Take 20 minutes of alone time and walk through the Reflection Questions below by writing out your answers on a piece of paper. Most of us resist writing our answers down, but please take the extra several minutes to do so.

Love God

- What motivates you to love God passionately?
- Which one of your key values most influences your love for God?

Love your neighbor

- Why do you love your neighbor?
- What would your neighbor say is your key value?



Make disciples

- What drives you to continue in your discipleship journey?
- Which of your key values is most prevalent in your disciple-making journey?

Act

An exercise to discover values:

- 1) This action application we suggest doing a bit differently. Jump down to the Resource below and complete that step first. Then come back to Step 2.
- 2) Now take 5 minutes and go back through and reexamine if your values are things, you value or life values. Modify your list, as necessary.
- 3) This is the hard part: create three columns by each of your values. Maybe start with the three you see as most important to you. At the top of a column write Church, Work, Home, Playing Sports or whatever you see as three areas to examine your values in.

Now take a deep breath and begin to examine how you live out each value in the three areas. This is your list, so be very truthful.

Reflection questions:

- What did you observe?
- Where are you consistent in all three areas of examination?
- Where are you inconsistent in all three areas of examination?
- Where are the areas you might focus on?
- What can you do to bring all three areas in alignment?

Discover

How can we go deeper to make this outcome part of our lives? Spend some time in prayer talking with God about your values. Ask that the Holy Spirit soften your heart and give your eyes to see whatever it is that you may be overlooking. Find an individual that is brutally honest and go over your values in each area with them. Are they seeing the same thing you are seeing in your outward application of your values in different areas? It is important to cover multiple areas of your life, so you might need to complete this exercise with several people.



Going Deeper

How to Clarify your Value – 5 Easy Steps [CLICK HERE](#)

Quote:

-“Constant, passionate, sacred core beliefs that drive behavior.” Values-Driven Leadership – Aubrey Malphurs

Verses:

-“For all have sinned and fall short of the glory of God.” Romans 3:23

-“He said to them, ‘You are the ones who justify yourselves in the eyes of others, but God knows your hearts. What people value highly is detestable in God’s sight.’” Luke 16:15

-“For in Christ Jesus neither circumcision nor uncircumcision has any value. The only thing that counts is faith expressing itself through love.” Galatians 5:6

-“For physical training is of some value, but godliness has value for all things, holding promise for both the present life and the life to come.” 1 Timothy 4:8

-“...to do the will of him who sent me and to finish his work.” John 4:34

What book, video, podcast, coaching, webinar or additional support do you need to clarify your missional values?

