

## How to Have a Successful 1:1

The following is taken from *Small Group University*, written by Reverend Brad Lewis.

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One-on-one ministry is the key building block of relational ministry... We can be doing everything right, but without going out of our way to meet with people, we are falling short. People can come every week but never feel connected, simply because they don't know the leader. They don't feel important to the leader. Most importantly, they don't feel like their leader sees them as a friend. A common error of small group leaders is to allow their title or position in the small group to disconnect them from the people in their group. If you feel superior, you need a holy heart check. Small group leading is a passion, not a position.

Managers communicate, but leaders connect. One-on-ones make a person feel connected to the leader. If there is one thing I've learned about ministry, everyone wants to be connected to the top. It is just how we are wired. Not only that, but a one-on-one deepens the relationship. It gives an opportunity to address individual needs and provide in-depth explanations. The following types of ministry are best done in a one-on-one setting:

1. ***“Getting to know you”***
2. ***Ministering salvation***
3. ***Praying to receive the baptism in the Holy Spirit***
4. ***Dealing with a problem***
5. ***Imparting wisdom and advice***
6. ***Developing leadership skills***

- Consider Location
    - Should the atmosphere be public for generic, surface-level relationship building, or should it be more private for deeper conversations?
  - Be Transparent
    - No one will go deeper in vulnerability than you do as a leader. If you want to ask them what they struggle with or need prayer for, expect to share your struggles as well.
  - Pray to Be Used in the Gifts of the Holy Spirit
    - He distributes gifts to meet the need of the moment and for the common good (1 Cor. 12:7).
  - Keep the Conversation on Track
    - It's common for a person to avoid difficult conversations. Press on because you are likely nearing the place in the conversation where they need spiritual breakthrough.
    - Avoid Small Talk: Talking about sports, weather, or media may be a great way to break the ice, but don't linger on them. People will be thankful when they realize you care more about them than you do the current baseball scores.
  - Always Pray Together
    - More than a deep conversation, people need prayer. Even if it was the worst one-on-one in history, God is still able to move powerfully as you end in prayer. Prayer is supernatural. It is *super* because God is involved. It is *natural* because you are involved.
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## More Helpful Advice

- Be a Good Listener
  - People love talking about themselves. It shows you're interested in them.
  - Listen more than you speak. Actively engage in their story. Ask for clarification. Keep the focus on them. Fight the temptation to move too quickly to solutions. Listen beyond their words. Ask permission to move deeper.
  - Seek first to understand rather than to be understood. Ask permission before asking a personal question. Always acknowledge and affirm the risk a leader has taken in opening their life.
  - Focus on the key areas of a leader's life—this is not an interrogation; it's a conversation.\*
    - Their Personal Life as a Leader (Everyone has influence. Everyone is a leader)
    - Their Spiritual Life with God and What He is Doing in Them
  - Practice Reflective Listening: Summarize what they said to make sure you understand them. This also helps them feel heard because they know you were listening. They can clarify if they need to, but then you can also ask a follow-up question to go deeper.
- Be an Encourager
  - Offer encouragement for things they have done well, even little things. Praise them when they tackle difficult issues and challenges. Even though they may not complete every detail perfectly, find the things leaders do well and offer genuine praise. Encourage them to persevere in the tough times and not get tired of doing the right things. They'll see the benefits in time if they don't get discouraged and give up (Gal. 6:9).
  - Use a variety of encouragement styles. Personally-written letters, cards, and Facebook messages are a great source of encouragement. Discover their unique leadership gifts and potential. Recognition in front of their peers can also be important. When appropriate, offer public praise.
- Discover. Develop. Dream.
  - Discover who they are.
  - Develop their walk with the Lord and their leadership potential.
  - Dream with them about their future and goals, so you know how to encourage and develop them.
- Develop your own spiritual walk!
  - You can't lead someone where you've never been.

\*Sample Questions and How to Take Their Answers Deeper

Sometimes, walking into a one-on-one setting can be intimidating, especially if you're not sure what to say or how to get someone to open up. **This resource is a list of go-to questions for the first meeting or two and how to take them deeper.** You probably won't (nor should you) ask all of them in one sitting, but before you meet with someone, pick a few that you think would connect well with that person.

**Spiritual:**

What did you think about the message on Thursday?

- Why did you think that?
- What did you like about it?
- What stood out to you?
- Why was that relevant to your life?
- So how can you apply that?

What has been the high or low of your week?

- How did you respond to that?

What have you been reading lately?

- What's your take-away so far?

Did you grow up in the church?

- What was your perspective on the people there or the service?

How can I pray for you?

**Family/Relationships:**

How are things going with your S/O?

- Can you see yourself with them long-term?
- What do you expect in a spouse?

Do you go home to see your family on weekends?

- Why would you rather stay here?
- So are you really close with your family?
- How do you think that impacts you today?

Do you have siblings?

- Are you close with them?

What was your favorite memory growing up?

- What was the most important thing you learned from the way you were raised?

**School:**

How are your classes going?

- Why are good grades important to you?
- What do you think is holding you back in that area?

What's your major?

- Why were you drawn to that?
- Where do you want that to take you?
- Does that fulfill your purpose?

Who's your favorite teacher, here or in high school?

- What is the most important lesson you've learned in life?

Did you always want to go for \_\_\_\_\_? What did you want to be when you were younger?  
-How have your goals changed since you were little?  
-Why are your present goals important to you?

**Extracurriculars:**

What have you been reading lately?

-What do you like/not like about it?

What did you do this weekend?

-Has that hobby always been a part of your life?

-How/Why did you get involved in that?

What would you do on your ideal day off?

When you're not busy, what do you like to do?

Ask about national/world events (Talk about events. Don't debate politics!)

-Why do you think people respond that way?

-How do you think this could get better?

As people get to know you, in what area do you feel the most misunderstood?