



# HOW TO CREATE PERSONAL AND TEAM ATTITUDE GOALS

THE HEALTHY CHURCHES TEAM



## How to Create Attitude Goals

Q Why have we produced a guide on how to create attitude goals? There are three reasons:

1. The widespread take-up of Natural Church Development across the Diocese has helpfully revealed that a significant number of Christians in our churches are struggling to develop spiritually and live authentically as Christ's ambassadors in the world.
2. People need to experience God the Holy Spirit - the affective side of the Trinitarian Compass to a greater extent if they are to counter-balance the emphasis they place on experiencing God the Creator (the reflective side) and God the Son (the proactive side).
3. Our experience of NCD mentoring has taught us that organisational solutions are likely to be more fruitful if they are implemented by people who have Godly attitudes and the inner resources to follow through on what they have planned.



### 1. Creating Attitude goals

In the past, NCD mentors have focussed on using the SMART approach to developing goals. This is satisfactory for goals that require a step by step approach; where the outcome is known, for example creating a 'prayer chain' but has limitations when a change of culture is sought, for example, developing a passion for reaching a younger generation. Let's be clear; Christ is our exemplar for developing better attitudes (the affective side). Jesus Christ said '*man lives* (sic) on every word that proceeds from the mouth of God' or in a more modern idiom 'the word of God is life-giving.' Jesus' attitude to the scriptures had three classic psychological elements; *behaviour*: he attended the temple regularly *cognitive*: he learnt from the rabbis and *affective*: he desired to share his spiritual food with others.

In truth, we don't find it easy to develop the same Kingdom desires or attitudes as Christ, yet St Paul urges us to do so. He writes to the church in Phillipi: '*let your attitude be like that of Christ Jesus: who in very nature God, did not consider equality with God as something to be grasped, but made Himself nothing taking the very nature of a servant*' (Phil 2:5,6). It takes humility to recognise that we depend on God's power to bring our attitudes into alignment with Christ. Nurturing the affectiveside of our psyche (emotions/attitude/desire) requires more than sound logic, reasoned thinking and expert teaching. We believe we should encourage people to access God's help by highlighting the sometimes neglected area of images (art) and icons (venerated images) within certain Christian traditions. Pictures have the power to reach areas of the soul that are sometimes left untouched by appeals to the cognitive mind.

### *The role of the mentor...*

To help the incumbent and key leaders to understand that developing attitude goals will increase their energy to fulfil any action goals or objective goals they may have set.

## 2. Where should the NCD mentor begin?

It is suggested that the NCD mentor focusses initially on setting two or three action or objective goals (see 'A guide to Goal Setting') and then considers introducing the incumbent and team to the benefits of creating personal or team attitude goals, especially if the church has struggled to make progress since their previous survey. A good attitude goal has the potential to greatly increase the energy and impulse to fulfil the goals they have set. The mentor will need to familiarise themselves with the instructions below:

### 2.1 How to develop a personal attitude goal

- If someone you are working with wishes to develop a new attitude, arrange to meet with them for at least one hour. (*This may be run as a group session*).
- Either download the powerpoint presentation 'Setting an Attitude Goal -Images ' or contact the HCDM (providing at least seven days' notice) for a set of photos.
- Start by explaining why you are going to use images to help them develop an attitude goal. You will find this easy if it is part of your tradition. (If it is not, refer to section 1 above).
- Invite the person to consider a particular goal or way they wish to respond to the NCD survey. For example, this might be: to read a passage from the Bible every day for a month.
- Invite the person to look at each photo on the Powerpoint file for two or three seconds and to note down the images that strike them.
- Once the person has narrowed down the images, go through them, asking if there is anything negative about the images they have chosen. These images can then be disregarded.
- Ask the person to consider the remaining images one at a time and whether they would score the images more than 7/10 in their mind's eye. Discard those that they score less than 7 (*The aim is to help the person to narrow down the images to the one they wish to work with in relation to their particular goal.*)
- Then ask the person to write down words that come to mind when they look at the image. For example, an image of a dolphin jumping out of the sea might prompt words such as freedom, joy, energy, expression, direction and movement.
- Then encourage the person to use the words to develop a phrase or motto that might sum up their desired attitude towards achieving their goal. In the example above; reading the Bible every day for 30 days, the motto might read 'Moving forward freely and joyfully to encounter God' (*it needs to be memorable*).
- If working with a group, encourage them to help each other find the right words and attitudinal phrases or mottos.
- Ask the person to consider what might help them remember the motto or phrase - copy the image on their mobile phones, or write the motto down and place it strategically in their home.

### *The role of the mentor...*

To use images to guide a person through a process to help them develop an attitude goal.

## 2.2 Developing a team attitude goal

- This could be the attitude necessary to implement an action or objective goal or to respond generally to a particular theme highlighted by the survey e.g. a change topic, such as spiritual growth.
- Based on their personal attitude goals, they would develop a team attitude goal.
- Let everyone in the team select their three favourite words from their "list"
- All favourite words are written on cards (one per card) and stuck on a wall.
- The team members use glue dots (3 per person) to highlight those words with strongly positive gut feeling (they are not allowed to select words from their own list).
- Then the team develops a team attitude goal from the six words with the highest ratings. In larger teams this could be done in 2 or 3 parallel groups.
- The team members/groups may have to negotiate to find one motto that is good for all (with high positive gut feeling). Sometimes this requires a lot of discussion around little changes in the wording.
- Finally, the team will develop reminders for the team attitude goal just as they did for their personal attitude goals.

### *The role of the mentor...*

To help those who have created personal attitude goals to formulate a team attitude goal.