

# The Transformation Journey

*Coverson  
& Peacocke*



Dear Friend,

For over three decades, GoStrategic has served the Body of Christ by providing insightful teachings, opportunities for training, and tools for equipping. Our Transformation Groups continue this mission of advancing the Gospel and maturing the Body with relevant content, leadership guidance, and equipping tools for small group interaction.

Our Transformation Groups are 8-12 week studies designed to facilitate godly transformation in the small group context. We have selected what we believe to be extraordinary teaching materials and have coupled them with a dynamic methodology designed to give every member of the Transformation Group the opportunity for a truly life-changing experience.

Because of the nature of the content and the design of the methodology, we believe that Transformation Groups are a unique resource for churches and businesses that are already conducting small groups. Transformation Groups differ from other small groups, however, in that they require a higher level of commitment and ownership from the group members in regard to participation and, more importantly, vulnerability. For this reason, they should not be used if the main purpose is only fellowship or inquiry.

***The Transformation Journey*** is an audio series designed to teach you how to lead a Transformation Group. It has truly been a privilege to work together with Ron Coverson and others from our network of pastors and business leaders to develop this resource. If you plan to lead a Transformation Group in the future, please listen to the audio teachings several times and take advantage of the accompanying workbook as a support resource.

May God bless you as you give yourself to the process of being transformed (Romans 12:2) and being trained to help others do the same.

In His Service,



Adam Peacocke

## Speaker Bios



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## Table of Contents

### AUDIO OUTLINES:

<b>The Transformation Journey</b> by Adam Peacocke.....	9
<b>Principles of Facilitation</b> by Ron Coverson .....	13
<b>Skills of Facilitation</b> by Ron Coverson .....	17
<b>Getting Ready for the Journey</b> by Adam Peacocke & Ron Coverson.....	21

### GUIDELINES AND FORMS:

<b>Understanding the Meeting Plan</b> .....	27
<b>Objective Characteristics for T-Groups</b> .....	30
<b>Evaluation Sheets Explanation</b> .....	31
<b>Pre-Meeting Self-Evaluation Sheet</b> .....	33
<b>Post-Meeting Evaluation Sheet</b> .....	35
<b>Available Transformation Group Series</b> .....	37



# AUDIO OUTLINES



## Introducing The Transformation Journey By Adam Peacocke

- I. In a fallen world, the only real question is transformation.
  
- II. T-Groups are designed to be small group studies that bring dynamic and lasting impact to the way people think and live.
  - A. The goal is to see godly transformation take place through the small group context in people's lives.
  - B. T-groups are different than fellowship or inquiry groups in that they require a higher level commitment to be willing to embrace change and experience transformation.
  
- III. The four views of a typical transformation group meeting:
  - A. Level One: The meeting goal overview
  - B. Level Two: Examines how the process laid out in the Bible for godly transformation often plays out in the small group context
  - C. Level Three: Focuses on the leader of the transformation group
  - D. Level Four: Deals with the overall culture or climate that the group is experiencing at different times in an effective small group meeting
  
- IV. Level One: The Voyage
  - A. Introduction to analogy:
    1. The starting point represents the past or where you were. For example, selfishness, impatience, or bondage to a particular sin or perspective.
    2. The ending point represents the future, a changed life.
    3. The journey of transformation must take place in the "now" because that is where life really happens (Romans 8:1).
    4. The boat represents the group.
    5. The "seas" represent the climate or culture that the group is sailing on (e.g., western culture, culture of a church, etc.)
    6. The "islands" represent a place where people feel safe to get off before completing the journey.
  - B. Preparation for transformation
    1. What takes place before the meeting and at the beginning of the meeting:
      - a. How you approach the material you will be discussing before the meeting
      - b. How you think of others in the group before the meeting (e.g., prayer)
      - c. Do people need to take the time to get relationally clean with the other members of the group? Is everyone clear on the objective of the meeting?
      - d. It is this interaction that helps to make sure that everyone is "on board" with what is going to take place during the meeting. This also promotes a willingness

# THE TRANSFORMATION JOURNEY

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to take ownership in the meeting.

2. This first step is extremely valuable because if you do not successfully prepare for transformation, it is unlikely that you are going to stumble into it.

3. How well the group prepares for the journey often sets the trajectory for the level of the intimacy of sharing, honesty, willingness to push through challenges, etc.

## C. Positioning for transformation.

1. This phase deals with where you stand in relation to the truth or principle that forms the focus of the meeting.

2. What needs to be done to break through the information barrier?

3. This level deals with how we are going to get to the heart of what is important for the time together.

4. Positioning the group to find that which is at the heart of the meeting is a real skill. It draws on three of the most fundamental skills of a small group leader:

a. How to ask the right questions

b. How to listen excellently

c. How to connect and transition from one point to the next

5. It is essential to have group “buy-in.”

## D. Engaging Transformation: Once you are positioned for transformation, then it is time to engage it.

1. This is where we get to the heart of what is important for the meeting and where you are dealing with the key issue of the meeting.

2. This step is where a new vision will begin to emerge in people, coupled with a desire to leave the past.

3. This step is vitally important because without it there is no chance for change (conviction versus condemnation).

## E. Experiencing Transformation: Engaging transformation is not the same as experiencing it.

1. You begin to experience transformation internally but it is not complete until it is expressed externally.

2. This phase deals with how participants are going to take what they have seen and experienced in the group and make it applicable in their lives.

3. This step is valuable because it gives “legs” to the meeting. It wasn’t just a good meeting; it was a catalyst for change.

## V. Level Two: Experiencing Godly Transformation

### A. The Bible makes clear that the following ingredients are necessary for genuine transformation to take place:

1. The presentation or proclamation of the Word (Hebrews 4:12; 2 Timothy 3:16-17; Romans 7:7).

2. The ministry of the Holy Spirit in conviction (John 16:8).

3. Confession: Proclaiming with our mouth the reality of the conviction that we are sensing in our heart (1 John 1:9).
4. Repentance: Biblical repentance is not only sin focused, but future focused as well (Mark 1:15; Acts 3:19, 17:30).
5. Producing a fruit in keeping with repentance.

## VI. Level Three: Leading the Transformation Voyage

### A. Setting the course

1. What are the practices that can help you, as the leader, to encourage ownership and buy-in from the group?
2. There is a distinct difference between a crew-member and a passenger. A crew-member has ownership.
3. You need to set basic ground rules for interaction.

### B. Navigating to Relevance

1. The ability to ask the right question may be the most important skill that a leader can develop.
2. Helping the group break the information barrier.

### C. Making the turn to significance. This deals with staying on the heart issue once you have hit it, so as to complete the process.

1. Handling the unexpected and identifying key obstacles
2. The ability to exercise leadership when it is needed to keep the group on course (parking lot)
3. The ability to foster a climate where there are mature adult responses

### D. Heading for shore

1. This is the place of making application.
2. Certain skill sets that are important:
  - a. The ability to help people get specific.
  - b. The ability to help people come to agreement regarding how they will respond/ take action.

### E. Docking safely: This deals with the issue of follow up.

## VII. Level Four: Characteristics of the group process. What people are experiencing vis-à-vis the group dynamic. In general, the following four things are experienced at different stages in the meeting:

### A. Communion based (to go with):

1. It is at this point when you foster a sense of ownership and vision within the group regarding the fact that they are going to go somewhere together.
2. This is the feeling that would be most common among the group members at the beginning if you are approaching it in the right way.

## THE TRANSFORMATION JOURNEY

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3. Coercion, on the other hand, is when a group of people is forced to go somewhere they don't want or would not choose to go.

B. Discovery based:

1. The goal is that the group would have a desire to find what God is focusing on in the "now." What are the things that are relevant?

2. A level of intimacy that allows people to be self-revealing.

3. The value of this phase is the ability to get below the surface and for people to be exposed to areas they have been blind to in their lives.

C. Vision based:

1. This is where the things that transcend individuals in the group emerge.

2. People have to be willing to be altered by what is discovered in the interaction. They must be willing to see in a new way in order to experience transformation.

3. This is a fragile time in terms of keeping the group on track.

4. This is a time where people are beginning to see what will be as they apply God's Word to their lives. It is a time of hope, commitment, and new revelation.

D. Wisdom based:

1. At this point, the group is tangibly experiencing the sense of being called to act wisely.

2. Wisdom is doing the right thing the right way.

## Principles of Facilitation

### By Ron Coverson

I. This lesson will focus on twelve dynamic principles for group transformation.

II. Three principles of dynamic group process

A. The role of the leadership to affect a healthy group process:

1. The group leader is a guide. The group leader plays an indispensable role in influencing the climate, tone, and interaction of a group.
2. The group leader is an example of “the way.” The group leader also has the responsibility of being a model of relationship and representing Christ to the group.
3. The leader must be prepared in skill and in spirit. A T-Group Leader is responsible for readying their heart to be transparent in such a way that the Holy Spirit is able to manifest Himself in and through the speech, directives, behavior of that individual.

B. The three stages of group process:

1. The forming stage: The phase of orientation
2. The storming stage: In the midst of any configuration of people, there will be, at different points, a degree of conflict.
3. The norming stage: There is a sense that the group and the leadership are capable of successfully negotiating challenges that might arise.

C. The essence of group process:

1. Content: What you want to learn and the importance of the subject
2. Process: How you will go about learning the content?
3. People: Who are the people engaged in the process and what is the purpose of the process for those participating?

III. Nine principles of the power of conversation (Matthew 12:35-37)

**Conversation:** Communication from (1) one person to another, (2) an individual to a group, or (3) a group of individuals to another group of individuals.

**Communion:** To turn toward and go with.

A. The ability to make distinctions (conversational distinctives)

1. The ability to discern two things that look alike but are essentially different in their nature.
2. Background conversation or distinctions. For example, the theological assumptions in the room.
3. The distinction between discussion, debate, and dialogue. The conversational distinction of an effective group is dialogue.
4. Feedback and coaching
5. Complaining request—that is, complaints need to be rephrased in the form of a request.

## THE TRANSFORMATION JOURNEY

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6. Past, present, future: The goal of getting into the “now.” A conversation that is past-oriented is an unproductive conversation unless you are gleaning things learned and incorporating that into the “now.”
  7. Completing the past: There are certain things that must be resolved before the group can move on.
  8. Enrollment
  9. Possibility, probability, and certainty
- B. The principle of keeping the conversation in the “now”
- C. The principle of the assumptions:
1. As a leader, you must be able to identify, clarify, redefine, or change a broad invisible background (presuppositional conversation) that would otherwise take your group on a detour from its proposed destination.
  2. Presuppositions affect the way people see and interpret the world.
- D. The principle of framing or common vision.
1. Issues need to be framed within the context of the Kingdom and a Christian worldview.
  2. Biblical framing involves the introduction of a scriptural context that shapes the conversation conceptually, connects it to certain people and things relationally, and then moves it forward along a Kingdom-oriented pathway in a strategic manner.
- E. The principle of words
1. In a fallen-world culture, language is constantly changing and the meaning of a given word or phrase must be clarified in the context of the group to avoid confusion.
  2. Language is transitory—it is not meant to stand up to the test of time. This, however, is not true of the Word of God. The words of men are the ones that are transitory.
- F. The principle of openness: The people in the group must be willing to be altered by the conversation. This happens only if they are open to the Spirit of Truth.
- G. The principle of clarity: Understanding comes through a spirit of understanding.
1. Clarifying establishes meaning based on viewing the situation in a way that enables all parties to be able to see the same thing at the same time.
  2. The principle of clarity is connected to the principles of vision, framing, and the “now.”
  3. Biblical clarifying is based on a clear principle or teaching in Scripture that all parties can adhere to.
- H. The principle of agreement: Agreements are essential to meaningful change. An agreement is representative of a commitment to change.
- I. The final principle is follow-up: Ensuring that people take responsibility for action in the truth that has been received.

## IV. Techniques for implementing the principles of group process.

- A. The principle of asking open-ended questions: Who, what, when, where, and why? These are questions that expand the range of response for the participants.
- B. The counting to ten technique: Waiting for a person to give you a response.
- C. The technique of polling: Designed to get people interested in the topic.
- D. Calling on someone by name: This is an exception rather than a rule.
- E. Give verbal reinforcement: Builds rapport and helps people see that something is being accomplished.
- F. The technique of networking.
- G. The technique of deferring to the group.
- H. Techniques for quieting those who are overly aggressive or overly participatory:
  - 1. Ask close-ended questions (elicits a yes/no answer).
  - 2. Summarize and move on.
  - 3. Ask individuals or group to take responsibility for what they are saying.
  - 4. Ask individuals to deal with certain issues off-line.
- I. Keep your sentences simple when communicating with people.
- J. Use transitions: demonstrates how one idea is connected to another.
- K. Capture participant interest in the topic by making it relevant to what is going on in their lives, organization, and culture.
- L. Link the concepts to learning activities.
- M. Check for understanding.
- N. Body language and eye contact
- O. Avoid any distraction and noises: monitor the environment, etc.
- P. Make use of visual aids.



## Skills of Facilitation By Ron Coverson

### I. Category one: Working with Groups.

#### A. Establish roles

1. An effective leader must observe these three responsibilities in their role as facilitator.
  - a. Provide opportunity for the group to go in the direction that the group as a whole have determined.
  - b. Must be constantly aware of what is going on in the group.
  - c. Ability or willingness to be attentive to the needs of individuals in the group and be quiet at the right time.
2. Designate somebody to take notes on the things that are discussed in the meeting.
3. Establish ground rules for participation in the group and for enabling the group to stay on track.

#### B. Setting the agenda

1. Your agenda becomes the primary tool for navigating the conversation.
2. Give everybody an opportunity to meet one another so that they are relationally comfortable in the meeting.
3. Encourage participants to make a note of their own personal agenda items.

#### C. Matching needs with purpose

1. The purpose of the group overrides individual needs.
2. Participants' learning and interactive styles will need to be discovered.
3. How will participants need to adjust themselves to ensure that they are serving the process or the objective of the group?

#### D. Congruence or unity—an effective leader must lead by example.

1. Authenticity means being transparent, open, and clearly aligned with God's Word in the facilitation of the group.
2. The facilitator must model openness; it suggests to all that you, as leader, have nothing to hide.
3. Understanding is another component of congruence and unity.
4. Confidentiality creates a sense of trust. A climate of safety is imperative in taking risks.
5. Honesty

#### E. Enabling strategies

1. Take responsibility for our own actions.
2. Take meaningful steps toward connecting with one another.
3. Be ready to take the lead when you need to.
4. Be sensitive to the overall group climate.

5. Ask “elastic” questions.
6. Ask for volunteers

## II. Category two: Facilitation Skills.

A. Note the three basic communication styles:

1. Passive
2. Aggressive (expression that is at the expense of others)
3. Assertive

B. Definition of Facilitation: to free from difficulties or obstacles or to make easy. Facilitation is not manipulation or control.

1. The skill of listening
2. The skill of asking questions with a desire for discovery.
3. The skill of using the right language
4. The skill of resolving conflict
5. The skill of encouraging people
6. The skill of summarizing what has been talked about.

## III. Categories Three and Four: Intervention Strategies and Managing interaction

A. Barriers to listening:

1. Thinking about the next question you are going to ask.
2. You are planning your response rather than listening to what the person is saying.
3. Trying to analyze participants’ point of view.
4. Being focused on something outside of the meeting.
5. Boredom.
6. Emotional or spiritual barriers.
7. Concern about the time frame.

B. Effective listening (active)

1. Listening in an attentive way.
2. Making an effort to seek understanding as to what the participant is saying.
3. Applying yourself to what the participant is saying.
4. Visual listening—discerning body language.
5. Reflective listening—replaying what others have said.
6. Directive listening

C. Barriers to building trust

1. Hidden and personal agendas that can derail a conversation must be addressed (these are generally addressed off-line).

2. Typical motives for hidden agendas:
  - a. A need to feel included and accepted.
  - b. A need for recognition.
  - c. A need to feel a sense of self worth.
  - d. A need to build oneself up in the eyes of the group.
  - e. Some are uncomfortable and don't feel safe in the group.
3. These issues need to be addressed. Often this will be done in off-line conversations.
4. Responding to conflict.
  - a. Often conflict occurs because people feel that their personal needs are not being met.
  - b. There are two responses to conflict: fight or flight.
  - c. Facilitation—using the skills of listening and asking questions.
  - d. Adopt a win (person), win (group), win (God) attitude.
  - e. Clarify the issue by allowing those involved an opportunity to present their side.
  - f. Blame must be kept out of the conversation when resolving conflict.
  - g. It is essential that a spirit of unity is maintained.



## Getting Ready for the Journey

By Adam Peacocke & Ron Coverson

### I. The skill of listening

- A. There is an important distinction between being a “good” listener and an active listener. Active listening involves the following:
1. Being clear
  2. Being distinct
  3. Being aligned in your direction
- B. The distinction between transformation groups and other group formats:
1. The goal is to take particular content and use it to produce transformation in the lives of those in the group.
  2. When content is the focus of the group, the leader will be less patient for those whose contributions conflict with the content. However, where transformation is the goal there is a need to discover where various members of the group are at relative to the truth that is being pursued.
- C. One of the most important roles of the facilitator is to cultivate an atmosphere of trust. Active listening is central to the development of this atmosphere.
- D. Ground rules are about deputizing people in the group so that they carry a responsibility for where the group is going.
- E. The danger of impatience: The facilitator should be careful not to finish the thought of a participant in the group.
1. Impatience undermines the climate of discovery and trust in the group.
  2. The content should serve the people rather than people serving the content.
  3. Asking follow-up questions draws out participants.
- F. It is important to discover the intent of the participants.
- G. Knowing when you have discovered enough relative to a particular question to safely move on to the next part of the meeting:
1. Elicit some response from the group as to their sense of whether the question is exhausted. This gives you an opportunity to share what you see and also to give ownership to the group.
  2. A useful technique is to agree on the purpose for discussing a particular topic and to agree on the amount of time that will be given to the discussion of that topic ahead of time.

### II. Asking the right questions

- A. There are two categories of questions that help us address certain situations:
1. Open-ended questions: elicit a wider range of responses from participants.
  2. Closed-ended questions: narrow the range of response (clarifying/confirming)
- B. The right question is the one that is in alignment with the purpose of the meeting.

## III. Conflict resolution

- A. Questions are an important tool in the moments where it is necessary to intervene.
- B. Reasons why participants in the group might engage in a more hostile level of interaction:
  - 1. Hidden agendas are the seed of conflict
  - 2. Personality conflicts can result in a type of familiar conversation that is disrespectful.
- C. The role of the facilitator in the midst of moments of conflict is to intervene. There are certain strategies for intervention:
  - 1. Use questions to de-escalate the conflict.
  - 2. Refer participants back to the ground rules.
  - 3. Conflict must be addressed in order for the purpose of the meeting to be accomplished. Much of the resolution will take place in the context of off-line conversations.
  - 4. The facilitator should remind individuals in the group that they need to take responsibility for their contributions and participation in the group.

## IV. Transitioning—keeping with the flow.

- A. The components of group process—the people, the content, and the facilitation skills.
  - 1. One of the responsibilities of the facilitator is to ensure that people feel a sense of validation and inclusion in the group process.
  - 2. The role of the facilitator is to manage the environment of the meeting. However, it is important that participants take responsibility to manage themselves and their agendas. Ultimately, the Holy Spirit is in control of the meeting.
  - 3. A sense of openness needs to be maintained.
- B. The stages of group process: Forming, storming, norming and transforming.
- C. Going from meeting to meeting
  - 1. The principle of agreements: Agreements are the end points of every meeting.
  - 2. Transition worksheet: Designed to elicit personal engagement in the truths.
  - 3. Introduce the topic for the next week so that participants can come prepared.
  - 4. A useful way to create a bridge from one meeting to the next is to begin by getting feedback from people relative to the assignment that was given at the end of the last meeting.
  - 5. Testimony is wonderful opportunity for people to see a demonstration of the work of the Holy Spirit in the lives of the members in the group. It gives validity to the group process.
- D. A useful technique to help the group or individuals stay focused is to take notes in bullet point form. Notes for quotes.
- E. An effective leader must consistently maintain two points of view about the interaction in the group process:
  - 1. You are a member of the group and you are a leader of the group: a player coach.

### **V. Responsibilities of the leader to help members of the group dock safely:**

- A. Must ensure that the group is mentally, emotionally, spiritually, and relationally intact.
- B. It might be appropriate for you to make some suggests to particular members of the group.
  - 1. Be mindful of those who may have become more attached to the transformation group rather the transformation process.
  - 2. Some form of celebration at the end is good way to bring closure and reinforce the relational dynamic.
  - 3. Put together a profile sheet on each member of the group.
  - 4. Give the members of the group an opportunity to do an evaluation of the time.

### **VI. The starting place for those who are going to lead a transformation group.**

- A. It is necessary to do the personal work of preparation. You must allow God to deal with your heart so that you can model the way. Demonstration sets the stage for authenticity.
- B. The other skills will come in the midst of the process.



# **GUIDELINES & FORMS**



## Understanding the Meeting Plan Questions

Every Transformation Group study is accompanied with a selection of questions for helping the Transformation Group leader facilitate the meetings. These questions are suggested but not mandatory. Each group will have unique aspects that might necessitate adjustments. The following explanation of why these particular questions have been selected should help the leader understand how to present the questions effectively. They should also assist the leader in selecting supporting questions to supplement and follow up on the questions provided or in selecting appropriate alternative questions.

- Transformation Groups do not aim to cover every concept presented in the teachings.
- Each meeting is designed to take a particular focus from the content (hopefully related to the emphasis or "heart" of what the author is after) and use it as a leverage point for transformation in the participants' lives.
- The first step in accomplishing this is to discern the heart or focus of the lesson. The questions that have been provided for each meeting represent our perspective on what that focus should be.
- The second step to accomplishing this is finding the right Scripture verse, hopefully one used in the text itself, that can be a standard for conviction and a tool for repentance.
- The third step to accomplishing this is to fit the questions together in such a way that the flow of the conversation provides an opportunity for those in the group to engage the biblical transformation process.
- Asking the right questions is vital to the effectiveness of the meeting time. We have provided six key questions for every meeting. However, we assume that throughout the meeting, follow-up questions will be needed to help the group navigate the transformation journey. A helpful tool for determining what type of question to ask is the distinction between "open" and "closed" questions. An open question is any question that solicits more than a one-word response. Beginning an open question with *WHAT*, *WHERE*, *WHY*, or *HOW* is often effective. A closed question requires only a one-word answer and is designed to draw a commitment from an individual or the group to a particular point of view, decision, or action.

## A Pattern for Discerning the Right Questions

**QUESTION 1** is focused on seeking people's opinions or expectations about a word, concept, experience, or event.

**Examples:**

- What words or ideas come to mind when you hear the word \_\_\_\_\_?*
- What does this term mean to you?*
- Why is this important?*
- What do you hope to get from \_\_\_\_\_?*

This type of question helps to get people participating and "on board"; it begins to orient them to the topic of discussion. This needs to be a very "open" question.

**QUESTION 2** focuses on an evaluation of a concept or activity.

**Examples:**

- To what degree do you think that \_\_\_\_\_?*
- How do you go about \_\_\_\_\_?*
- Why should we care that \_\_\_\_\_?*

Again, this question is opinion-oriented, but it is different because it asks participants to invest a higher and more specific level of judgment about the topic. This better reveals one's mind-set and leads to a more specific encounter with the will of God. Conviction is specific, so the more general the conversation, the less likely conviction will take place. We also need to remember that this is a group discussion, thus it should reflect the group and not just an individual. This needs to be an "open" question as well.

**QUESTION 3** follows the presentation of the focus verse and is simply a question about how that verse should be interpreted in light of the subject or the implications of the verse. This question should be "open" but focussed.

**QUESTION 4** is personal in nature. This is where we confront the earlier mind-set with the recently presented verse. The key here is to tie it to action and not opinion. For many in the group, the conviction that needs to come is not in wrong thinking but in the gap between thinking and doing. This is especially the case because the group meeting will most often be held after people have read the chapter, and thus they will be more likely to give the "right" answer.

**Examples:**

- How do you know that you are doing the right thing \_\_\_\_\_?*
- What are you doing to \_\_\_\_\_?*
- What example from your life can you give to demonstrate \_\_\_\_\_?*
- What obstacles are keeping you from \_\_\_\_\_ and are they legitimate excuses to keep you from \_\_\_\_\_?*

This question should be very specific and can even be a "closed" question, however if a closed question is asked, it is important to solicit a follow up explanation.

**QUESTION 5** is vision oriented. It is designed to facilitate the repentance process. True repentance is not past-focussed but future-focussed! Repentance does often incorporate a sorrow or mourning for past wrong, however this sorrow is different in nature to the angst when conviction enters the heart or guilt when condemnation is present. While there may be remorse for the damaging of relationship with God, loss, waste, obstruction of God's maturing process for our lives, or hurt done to another, this remorse finds context in the new vision God has birthed concerning righteous living. The Old Testament concept for repentance incorporates a word picture of going 180 degrees in the opposite direction. In order to fulfill this picture, our eyes must be pointed forward! Thus, this question needs to be future focussed and directly related both to the subject matter and the Bible verse.

**Examples:**

- How would it look if \_\_\_\_\_?*
- Describe the changes that could come if \_\_\_\_\_?*
- What impact would result from \_\_\_\_\_?*

This should be an "open" question.

**QUESTION 6** is designed to bring the group to a practical agreement as to what they will do to act upon what they have learned. It is important that this agreement is specific and measurable in some way, otherwise accountability for meeting the agreement will be difficult.

**Examples:**

- What one thing will you do?*
- Who are you going to ask to help you?*
- What specific action can we commit to take regarding \_\_\_\_\_?*

This can be an "open" question but it is soliciting a specific response that can be evaluated.

**To summarize, the questions are designed to follow this pattern:**

- **QUESTION 1—open:** designed to get the group "on board"; it is personal in application, relevant to everyone's life experience, and relatable to the lesson topic.
- **QUESTION 2—open:** reveals the group mind-set on the subject including concepts, prejudices, and passions.
- **QUESTION 3—open; closed if focus is needed:** confronts the group mind-set with the standard of the Word; it presents the Scripture and seeks interpretation in the context of the specific subject.
- **QUESTION 4—open; closed if needed:** compares the standard to our lifestyle and actions.
- **QUESTION 5—open:** takes on a new mind-set in light of the standard; envisions life in alignment to the standard.
- **QUESTION 6—open; closed if needed:** determines the first step to practically apply this new mind-set to our lives; it should be very specific.

### Objective Characteristics for T-Groups

#### Communication and Interaction:

- ❑ **Discovery-based methodology:** Communication begins with a desire to find others' perspectives. Powerful questions—not didactic assertions—guide the direction of the meeting.
- ❑ **Self-revelation:** Provide a safe environment where people can feel comfortable revealing their internal conversations.
- ❑ **“Communion”-based communication model:** Assertions are made with a desire to “go with” others to the discovery of new truth.
- ❑ **Relevant discussion:** The topic of discussion and its explanation need to be relevant to the lives of those participating. “Relevance” is being applicable enough to one's life that reflection is required or action is necessitated.

#### Drawing Conclusions:

- ❑ **Wisdom-focused mentality:** Rather than solely being guided by a right vs. wrong mentality, raise the standard to include a correct application of the truth being discussed in light of other people and situations.
- ❑ **Equipping-oriented:** Conclusions drawn should be accompanied by specific equipping opportunities that allow those participating to practically test their skills by applying their new perspective.
- ❑ **Christ-exalting:** Conclusions drawn should advance our understanding of the Kingdom of God, assist us in practically establishing the culture of the Kingdom of God, and exalt King Jesus.
- ❑ **Jurisdictional context:** The context of the topic being discussed should provide those participating with specific insights into how to apply what they are discovering to their individual callings at home, work, church, or in their local community.

#### Making Application:

- ❑ **New levels of seeing and hearing:** There is a high value put upon becoming conscious of the non-blatant reality of life.
- ❑ **Impartation:** Judge fruit by the ability to impart to others the changes you are engaging. You do not really have it until you are able to model it and give it to others.
- ❑ **Desire for change:** The fruit of the experience should be a passion and willingness for making the sacrifices necessary to apply the truth obediently in one's own life and, eventually, to make the sacrifices necessary to help others experience the same freedom.
- ❑ **Evangelistic application:** Through participation, one gains a strengthened desire and practical assistance for making evangelistic application of what has been learned.

## Evaluation Sheets Explanation

### **Pre-Meeting Self-Evaluation Sheet (for T-Group Leaders)**

This evaluation sheet has been designed to help the T-Group Leader in the process of preparing to lead the week's meeting. It is for the leader's edification and should also facilitate posing important questions in preparing to lead the group into the transformation process.

### **Post-Meeting Evaluation Sheet (for T-Group Leaders and Groups)**

This evaluation sheet has been designed to help both the leader and, if they desire, the Transformation Group members track their progress. Specifically, it will help to measure their effectiveness at engaging both the content and the group process. The quantifiable answers are particularly useful after several members of the group complete the evaluation and you are able to see patterns or a consensus of opinion.

Specific comments, however, prove most helpful. We recommend that the entire group take this evaluation at least twice during the course of the group meetings. This will provide the leader with important feedback. We also recommend that any improvements that need to be made as a result of the feedback from the group evaluation are determined from a perspective of the entire group.

The members of the group should take ownership concerning what they can do together to make a difference rather than simply looking to the leader to make a change. This is an important element to facilitating the Transformation Group process. The topics provided are designed to spur thought in particular areas. Those completing the evaluation should answer them from their own perspective of how the group has engaged the process.



MEETING # \_\_\_\_

**PRE-MEETING SELF-EVALUATION SHEET  
(T-GROUP LEADER PREPARATION)**

1. What is most impacting to you about this week's assignment?
  
2. What one thing do you plan to do this week in response to what you have learned?
  
3. In reviewing the questions that are recommended for this week's group, what adjustments do you want to make to the suggested questions?
  
4. What one skill do you want to work on as a leader this week in the way you facilitate?
  
5. What one thing do you need to watch out for in the way your group is interacting at this point?
  
6. What is your goal for this week's meeting? How will you know that goal has been reached?
  
7. How are you going to focus your prayer for this week's meeting in the following areas?
  - The group members:
  
  - The content of the message:
  
  - The meeting process:



MEETING # \_\_\_\_

**POST-MEETING EVALUATION SHEET**

**GROUP**

Participation of group members:

<b>POOR</b>	<b>AVERAGE</b>	<b>EXCELLENT</b>
1 2 3	4 5 6	7 8 9 10

*Comments:*

Facilitation of group leader:

1 2 3	4 5 6	7 8 9 10
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*Comments:*

Adherence to ground rules:

1 2 3	4 5 6	7 8 9 10
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*Comments:*

Sensitivity to the Spirit of God:

1 2 3	4 5 6	7 8 9 10
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*Comments:*

Personal observations:

1 2 3	4 5 6	7 8 9 10
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*Comments:*

**CONTENT**

Knowledge of assigned materials:

<b>POOR</b>	<b>AVERAGE</b>	<b>EXCELLENT</b>
1 2 3	4 5 6	7 8 9 10

*Comments:*

Continuity with past meetings:

1 2 3	4 5 6	7 8 9 10
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*Comments:*

Application of the Word of God:

1 2 3	4 5 6	7 8 9 10
-------	-------	----------

*Comments:*

Value of questions:

1 2 3	4 5 6	7 8 9 10
-------	-------	----------

*Comments:*

Relevance to life:

1 2 3	4 5 6	7 8 9 10
-------	-------	----------

*Comments:*

**PROCESS**

Flow of the discussion:

<b>POOR</b>	<b>AVERAGE</b>	<b>EXCELLENT</b>
1 2 3	4 5 6	7 8 9 10

*Comments:*

Climate of the meeting:

1 2 3	4 5 6	7 8 9 10
-------	-------	----------

*Comments:*

Management of conflict:

1 2 3	4 5 6	7 8 9 10
-------	-------	----------

*Comments:*

Biblical transformation:

1 2 3	4 5 6	7 8 9 10
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*Comments:*

Quality of the assignment:

1 2 3	4 5 6	7 8 9 10
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*Comments:*



## Transformation Group Series

Available at: [www.gostrategic.org/store](http://www.gostrategic.org/store)

Select "Small Groups" on the product carousel

### Doing Business God's Way T-Group

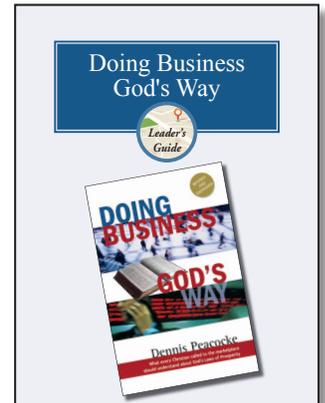
Based on the book by Dennis Peacocke

*Doing Business God's Way* is an in-depth study of how God builds and manages His resources so that we can begin to build and manage the same way. It reveals amazing insights into God's heart for work and rest, the difference between wealth and riches, and the importance of leadership and management. It provides eleven master principles upon which business should be built and lays a tremendous framework for personal and social problem solving according to biblical principles.

**Duration:** 12 weeks

**T-Group Packet Includes:** *Doing Business God's Way* book, T-Group leader's guide, student workbook, and Power Point presentation

**Cost:** \$36.95 (materials also available à la carte)



### Let's Talk T-Group

Based on the audio series by Dennis Peacocke

This series on communication skills provides breakthrough material for healthier relationships. It is designed to capture the interest of believers and unbelievers alike as they discover the power and life of applying God's principles to their relationships. Learn how to build or rebuild, strengthen, and maintain a "bridge of trust" in your relationships.

**Duration:** 7 weeks

**Series Includes:** *Let's Talk* Audio/Video & Student Workbook

**Cost:** \$59.95 CD version; \$75 DVD version; T-Group leader's guide or additional student workbooks sold separately: \$9.95



### Living Life God's Way T-Group

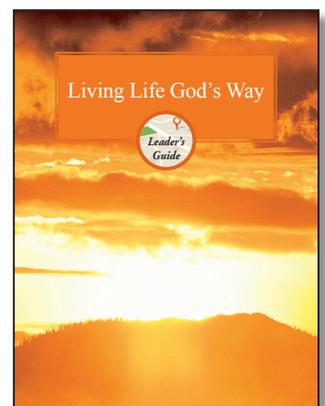
Based on the audio series by Dennis Peacocke

*Living Life God's Way* outlines a comprehensive, proven plan for walking the path of personal transformation and moving beyond the hurts of life. It incorporates steps to be followed that will energize and motivate you to "stay awake" to the possibilities that God brings your way while avoiding potential pitfalls. Participants will discover what it means to "choose life" every day.

**Duration:** 8 weeks

**Series Includes:** *Living Life God's Way* audio/video & student workbook

**Cost:** \$59.95 CD version; \$75 DVD version; T-Group Leader's Guide or additional student workbooks sold separately: \$9.95



### ***Rites of Passage* T-Group**

Based on the audio series by Dudley Hall

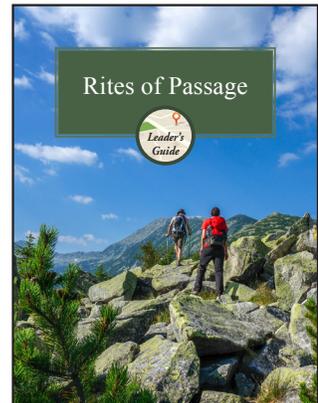
*Rites of Passage* is an anointed and practical teaching on the significance of calling young men into biblical manhood. It reveals insights into the pattern of the father-son relationship as modeled in the Trinity and presents a clear picture of the qualities of a godly man.

The Instructors' Overview audio teaching provides a structured framework for setting up *Rites of Passage* weekends with young men in your church or ministry group. The additional four audio teachings (the core curriculum) can be listened to in a small group setting; they include nine associated student lessons for homework and discussion.

**Duration:** 4-9 weeks or 1 weekend

**T-Group Packet Includes:** *Rites of Passage* audio series, T-Group leader's guide, and student workbook

**Cost:** \$49.95 (materials also available a la carte)



### ***Savoring Your Sunset Years* T-Group**

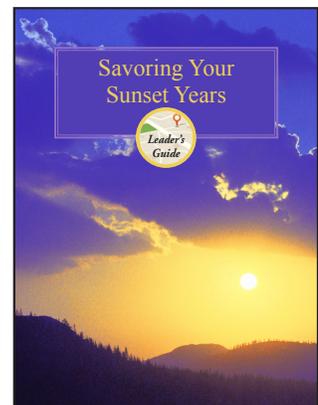
Based on the book by Iris Peacocke

*Savoring Your Sunset Years* presents opportunities for people in their crowning years to look back on their life and evaluate where they have been and what they have learned. The journey through the material is designed to help people prepare themselves for eternity and to find meaningful ways to share what they have learned with the next generation.

**Duration:** 12 weeks

**T-Group Packet Includes:** *Savoring Your Sunset Years* book, T-Group leader's guide with 6-part audio guide, supplemental materials CD, and a workbook with activities and detailed lesson plans for different types of interaction.

**Cost:** \$69.95



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### ***Walking in Financial Freedom* T-Group**

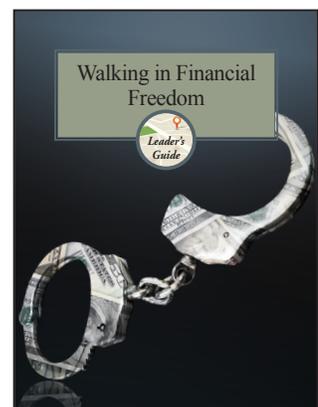
Based on the book, *Wealth, Riches, and Money* by Earl Pitts & Craig Hill

*Walking in Financial Freedom* offers instruction on how to apply biblical principles of finance to your life. It makes a clear distinction between God's approach and the world's approach to business and finance. Participants are challenged to examine their actions and given clear steps to make necessary changes.

**Duration:** 10 weeks

**T-Group Packet Includes:** *Wealth, Riches, and Money* book, 4-part audio set, student workbook, T-Group leader's guide, and the *God's Managers* budget workbook

**Cost:** \$59.95  
(materials also available à la carte)



**Transformation Group Series Available at:** [www.gostrategic.org/store](http://www.gostrategic.org/store)

Select "Small Groups" on the product carousel