



HOW TO LEAD THROUGH DISAPPOINTMENT

ENGAGE – EXPRESS – EXPLORE

TRAINING
MORNING
JUNE 2024



WELCOME

Welcome to How to Lead Through Disappointment. We hope you enjoy our morning together as we explore how to handle disappointment well. Let us know if there is anything we can do to help the morning work for you.

OVERVIEW

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SUGGESTIONS FOR GOOD ZOOM ENGAGEMENT

- **Please participate, don't just observe** Ask questions (use virtual hand or just dive in with a question), contribute your best insights.
- **Set aside distractions** Close down other programmes, resist the temptations of your phone/tablet, put out of reach other reading material.
- **Keep your video on throughout** It will help you be fully present, and will help others engage with you. A blank screen is rather dispiriting.
- **Don't mute your sound** It helps with the flow of interaction, and an occasional background noise actually makes it feel less artificial. However, if there is a lot of noise in your room, or you are meeting as a group in one place, please do mute.
- **Combat Zoom fatigue** Two things will help combat weariness. Hide your self view (right click on your own image and select hide self view) and take regular stretch breaks (every 20 minutes or so stand up, stretch, take a few deep breaths).
- **Be patient** At some point something will go wrong. Please be patient with us as we try to sort it out.

GUIDELINES FOR GOOD INTERACTION

- **Learning together** We are all here to learn from God and one another. **Adopt a learning posture.**
- **Participate** Share your thoughts, insights and questions. Listen carefully to what others say. **Have an enquiring mind.** You'll get the most out of it if you do.
- **Confidentiality** What is said in the room cannot be shared outside the room attributed to anyone in the room. That makes it a safe place for us to be honest and share more deeply. **Choose honesty and openness.**
- **Reality check** It is always easy to become disconnected from reality in a training session, so please keep us connected with reality by taking us back to how things really are in your context. **Keep grounded.**
- **Next step** We will cover a lot of ground, but throughout our time together **be attentive** to what might be your next step following this morning's session. We will give you a chance to identify that at the end of the morning.

LEARNING TOOLS

We're using a Padlet Board this morning, as well as some of the features in Zoom. They are fairly simple tools, but don't hesitate to ask if anything is unclear.

TIMINGS

9.30	Welcome
9.40	Session 1
10.40	Coffee
10.55	Session 2
12.30	End

Timings are for guidance only, apart from the end time. We will finish by 12.30.

LEAD ON

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INTRODUCTION

THREE REASONS FOR A SESSION ON DISAPPOINTMENT

‘May your unfailing love be with us, Lord, even as we put our hope in you.’
Psalm 33:22

‘I write with the conviction that learning to cope with disappointment is a key quality for all leaders to develop. Facing disappointment honestly helps us to build resilience, manage expectations and nurture faith and hope in ways which keep our focus on the author and perfecter of our faith.’

James Newcome

THE DISAPPOINTMENT EQUATION

Disappointment = _____

- It's our response to a lack of something.
- Sometimes rooted in something specific.
- Sometimes appears to have no root.
- Sometimes predictable reasons why disappointed.
- Sometimes preventable reasons why disappointed.
- Others times unavoidable and beyond our control.



EXERCISE

What disappointments have you experienced in your ministry?

AREA	DISAPPOINTMENTS
Local church	
Wider church	
Individuals	
Family	
Self	
God	

'When disappointment festers in our soul, it leads to discouragement.'
Joyce Meyer

TYPES OF DISAPPOINTMENT

- Minor.
- Acute.
- Chronic.



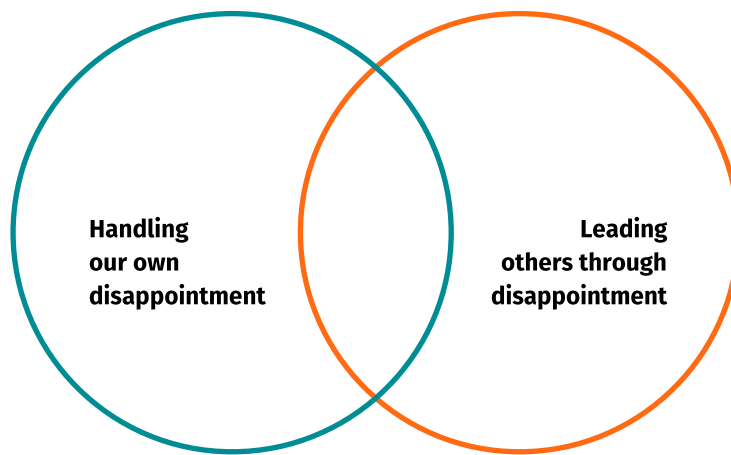
'It is actually quite dangerous to be under-disappointed. It leads us to settling. We become indifferent or callous, and unable to face reality. We start thirsting for the little escapes from grinding life rather than thirsting for the world we were made for – for Eden which we will find again in the new creation.'

John Hindley

'Disappointment is not meant to destroy us. If taken in our stride, it can strengthen us and make us better.'

Kets de Vries

LEADING THROUGH DISAPPOINTMENT



Handling Our Own Disappointment

1. Prepare for it.
2. Acknowledge it.
3. Remember Christ knew deep disappointment.
4. Grow through it.
5. Depend on God.
6. Press on.



EXERCISE

What would you add that has helped you through disappointment?

What is unique about the way we as Christians deal with disappointment?

'May your unfailing
love be with us, Lord,
even as we put our
hope in you.'
Psalm 33:22

Leading Others Through Disappointment

1. Define reality.
2. Communicate support.
3. Nurture hope.
4. Press on.



EXERCISE

What would you add that has helped you lead others through disappointment?

What is unique about the way we as Christians lead through disappointment?



EXERCISE

How can we nurture hope in the congregations we lead, especially when people are discouraged?



How do we nurture hope in ourselves, especially when we're not feeling very hopeful?

Appoint a Padlet board monitor for your group. Place ideas and insights under the relevant heading on the Padlet board [using this link](#) or the QR code.



RISING STRONG

Adapted from Dare to Lead by Brene Brown



GETTING BACK UP

One of the keys to healthy leadership over the long haul is to learn how to 'get back up' after disappointment. Brene Brown has written about this in her book Rising Strong, and summarised it in her latest book Dare to Lead. Here is a brief summary of her key ideas on how to get back up.

1. ENGAGE WITH YOUR EMOTIONS (RECKONING)

- Recognise when you are emotionally hooked.
- Get curious about the emotion: what is going on here? Hard because not taught how to do this, so tend to offload our feelings onto others.
- Two things can help us face our feelings: (1) Breath. (2) Practice calm: breath, talk slow, ask questions.

2. WORK OUT THE STORY (RUMBLE)

- In absence of data we will always make up stories to make sense of a situation.
- Neurologically wired to make patterns; we get a dopamine hit when we do.
- Under pressure we tend to be binary; good person/bad, person right/wrong, dangerous/safe.
- First story normally wrong, called the 'stormy first draft'. Inaccurate, incomplete conspiracy theories.
- Write it down: 'the story I am making up is....'

FOR REFLECTION

- How do you normally respond when knocked down and knocked back?
- How might you respond differently in the future?
- Who might you process your next set back with?

- Then ask:
 - ⇒ What more do I need to learn and understand about the situation?
 - What do I know objectively?
 - What assumptions am I making?
 - ⇒ What more do I need to learn and understand about the other people in the story?
 - What additional information do I need?
 - What questions of clarification might help?
 - ⇒ What more do I need to learn and understand about myself?
 - What's underneath my response?
 - What am I really feeling? What part did I play?
- Share it with others to get the real story.

3. COMMIT TO PRESSING ON (REVOLUTION)

- Being courageous, vulnerable, whole hearted is how to live life well.
- When we have been knocked down the temptation is to give up, to not dare again, to play things safe.
- Grit is better predictor of success in leadership than talent or intelligence.
- So we need to commit to pressing on, to trying again, to continue to be courageous, vulnerable and whole hearted, trusting that this is a better way to lead.

FOR REFLECTION

In the light of this session work out how to deal with disappointment well in your own life and leadership. The following process may help.

- Name a significant disappointment in recent times.
- Why was it a disappointment? What part did expectations play in it?
- How did you feel about it? Carefully identify your emotions, all of them.
- How did you handle it?
- What might you do differently in the future? Write out fully the process you will use you to handle disappointment well next time it occurs.
- Who will you share this with that could help you to live this out?

RESOURCES

THE ONE TO READ

- Facing Disappointment, James Newcome (Grove)

TOP READS

- Dare to Lead, Brene Brown (Vermillion)
- Dealing with Disappointment, John Hindley (Good Book Company)
- Invest Your Disappointments, Paul Mallard (IVP)
- Rising Strong, Brene Brown (Vermillion)

OTHER RESOURCES

- Brene Brown TED talk on The [Power of Vulnerability](#).
- Harvard Business review article on [Dealing with Disappointment](#).



Lead On

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Leading Evangelism Learning Hub

Want to see the ministry of evangelism central to church life rather than on the periphery? Then sign up for our 14 month Hub starting in January 2025 for incumbents to attend with others involved in leadership. www.cpas.org.uk/hub.



How to Nurture a Faith Sharing Culture

An exciting and accessible church resource to help leaders nurture a faith-sharing culture in their church, congregation, fresh expression or church plant. www.cpas.org.uk/faith-sharing.



Venture and Falcon Holidays

CPAS runs around 90 fun-filled holidays for 8-18 year olds each year. The holidays are run by volunteers, and if you are interested in helping on one or know a young person who would benefit from a great holiday with a focus on Jesus visit www.ventures.org.uk



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