

**BREATHLESS BETTY**

**Talks excessively and/or always talks first; doesn't let others respond**

- Create ground rules or group norms
- Encourage each person to take the role of learner
- Ask each person to read and then answer one question, before question is opened to the group
- Ask, "For our next question, I want everyone to answer who hasn't talked yet"
- Meet privately & request Betty's help in drawing out others
- Meet with Betty one on one. Identifying a need that can be met, may lessen this characteristic
- Ask Betty privately to wait 10 seconds of before answering
- Redirect conversation
- Break eye contact

**EGR ERNIE**

**Extra Grace Required; Emotionally needy or socially awkward**

- Create group norms/boundaries
- Meet one on one and assess need
- Evaluate – is this just a season in life or an ongoing high maintenance person?
- When they are aware of their uniqueness, then state their own wording back to them if needed
- Go straight to prayer often
- Dispense grace and look for God to work, remembering that great lessons can be learned from these challenges
- Contact a leader for help.

**THEOLOGY TED**

**Uses theology as a way to distract and create tangents; sometimes acts as the expert; over spiritualizes**

- Focus group back on the question
- Theology can be used to mask what is really going on in one's life (intellectual talk that puffs pride)
- Goal of transformed lives, not biblical excellence
- Parking lot topic – discuss during snack/sharing time
- Ask them to study item in question and report back
- Consider allowing Theology Ted to coach you as a leader; invite him to part of the solution instead as perceived as the problem

**SOLVE IT SAM**

**Tries to solve everyone's problems when they share a struggle**

- Refer to ground rules/group norms
- Gentle truthful response; gentle rebuke
- Save solution brainstorming for snack/sharing time (but try not fix, unless person asks for help)
- Try not to personalize it
- Our job is to listen and pray
- Move right to prayer
- Refer to leadership for additional resources