

# GIVING & RECEIVING FEEDBACK

## *Prophetic Training Video Notes*

- It's both a responsibility and a privilege of a prophetic leader to give feedback to prophetic people to help them grow and mature in their prophetic journey.
- To give feedback, you need to have relationship with the receiver. Personally I have had success in this area because of a few things:
  - I am vulnerable and deliberately mention all the mistakes I've made in prophetic development. This helps the person trust that I am not unapproachable and gives them an open door to share their experiences with me and not feel like they can only share their victories and successes.
  - Secondly they know I have a heart to see them succeed, that there is no competition or comparison in gifting, that my passion is to see them equipped.
  - Also, in an ongoing mentoring relationship I allow them to step out in their own flavour of gifting. You have to release with people in this area and they may be a bit rough to start with. IF you allow them to venture out it quickly becomes clear what is their individual bent: those who are evangelistic, those who use a word of knowledge, those that are seers and discerning the atmosphere, those who jump from scripture, those who see pictures, those who hear songs and sing them, those who have an intercessory or a watchman calling.
- It's best for people to go with their strengths to gain confidence in their gifting.
- As people mature in prophetic ministry the Holy Spirit will move them to expand and be more flexible in how they receive. For example I started out with pictures and phrases going through my mind. As I became comfortable I moved into more impressions, then words of knowledge. Dreams are still an area where I'm not as strong but the HS will still require me to step out in faith in those areas.
- A big plus in prophetic development is that we get the anointing of the Holy Spirit which makes us bold and confident. "God doesn't want us to be shy with His gifts, but bold and loving and sensible." 2 Timothy 1:7
- I look for patterns before I give feedback, if there needs to be an adjustment. Let me qualify by saying much of the prophetic delivery that I'm speaking improvement on, isn't bad prophecy. It may be weak, it may be repetitious, it might be too confusing in addressing too many areas at once. It's not bad prophecy or wrong prophecy but the delivery could be sharpened up.
- I have an advantage of being a prophet myself, so I know it's easy to get into some bad practice patterns and that's why feedback is so helpful for people to grow.
- If there is a pattern, behaviour, or mannerism to adjust, I try to look for a specific opportunity to discuss with the person privately.

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- In feedback, you can't just talk about generalities you have to have a specific prophetic experience that you are addressing. Sometimes people won't hear you until you have a concrete example . Vagueness doesn't help the prophet.
- Many of the feedback areas I covered in the video on Tips on Technique which you can refer to.
- Don't take on an authoritative or top-down approach. We want to have a Barnabas spirit, which is a coming alongside, like friend.
- Use a sandwich approach where you start with a positive statement, then an adjustment, then end with encouragement. We need to keep honour in our approach and handle people gently.
- If people have a blind spot they need to be told, but using a sandwich approach we can build each other up.
- Let the prophetic people know you are on their side. You are championing them. Give them ongoing encouragement.
- Another important step is in how you model prophecy yourself. I had an experience where as part senior prophetic team we were asked to prophesy specific strategic direction to the board of the church. We had an anointed, directional night. One of the board members wasn't there due to illness that night. As we prophesied over every other board person we offered to prophesy over her as well and send the recording. I lunged in, speaking of her outgoing, large personality and how she was needed as a balance to the board with her big thinking and big personality. Most of the prophecy described her gifts and her personality. However I did reiterate that she was needed and there was a place for her at this board table. The next Sunday in church, I was shocked as she was called forward to say goodbye to the church, moving to another province. I immediately went to her and apologized for the word but she said the prophecy really blessed her and it was just this one part that wasn't accurate. I made an appointment with our pastor to ask if I should apologize to the rest of the board and take responsibility for the error. It wasn't my team members that said she belonged here, it was me. I wasn't in condemnation as I already had a sense that the error happened to model how to handle mistakes. Plus I teach we should never be afraid to say we have made a mistake. Our pastor said it wasn't necessary, he felt I should have been told ahead that she was leaving but I said I felt it needed to be addressed so we agreed that I would write an email to the board to take responsibility. This is an example I've been able to use both for handling an error but also demonstrating how to work together with the church leadership. The apology to the board didn't disqualify me, in fact it increased their confidence in the prophetic as I owned the error.
- One of the tricky things in prophecy is that in giving personal prophetic words, we don't always know if we are prophesying to the past, present or future so if its seemingly mixed up, we let people know that we "know in part and we prophesy in part " 1 Corinthians 13:9.
- Another consideration is to coach people to only give what they hear from the Holy Spirit.

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- Sometimes people can pressure themselves into padding or fluffing up a prophesy. We actually do exercises where we evaluate what is the God part and what is the man part of the prophecy. I would try and put the person in a group exercise before having to give personal feedback. Prophecy is such a high wire act at times – you encourage people to step out and flow so you don't want to only be addressing areas for a need for improvement.
- As a prophetic coach or leader, as well as having relationship with the people you're leading, you need to have a flow of positive encouragement to both individuals and to teams. Again we have to model being positive, working at Philippians 4:8 "Finally brothers and sisters, whatever is true, whatever is noble, whatever is right, whatever is pure, whatever is lovely, whatever is admirable - if anything is excellent or praiseworthy - think about such things".
- One of the areas I like to give encouragement is when prophesying in a group I can often tell when a teammate has a word, prophetic song, or something to give. I find by a head nod or elbow touch I can encourage them to step out.
- Another area I feel gives positive feedback is getting prophesiers to ask prophetic questions. In general, "does this witness with you?" Some people receiving prophecy are very stoic and it's distracting to try and read their expressions. I like to stand behind people when prophesying. As a coach using these promptings it helps people go deeper. I just got an email from someone I have mentored at a distance. I shared with her that I had learned to step out in prophecy on a glimmer - a fleeting picture, impression or word but as you do that the Holy Spirit give you more. Take a risk or open your mouth as it says in scripture and He will fill it. As she applied doing this, she was amazed how much more she received.
- As a leader, you need to keep an eye out for prophetic opportunities where the prophetic person can grow. That means bringing them into prophesying or teaching situations.
- I fit them into the net of opportunity that I am given. Sometimes they just get to observe and learn, but other times the Holy Spirit will open up a great opportunity. One time I was asked to go to a place outside of Minneapolis for a prophetic presbytery. This wasn't a group I was familiar with, but they wanted a woman on their prophetic presbytery time. I brought my 16 year old daughter with me who is very prophetic, instructing her that this was an observation time as the other man prophesying over the weekend would be the lead. Very quickly as we met with the pastor and other 2 men prophesying it became clear that I would be taking the lead and that my daughter was welcome to jump in. The Holy Spirit had set up a great opportunity for her to prophesy at a deep level, with no stress, as it just opened up at the time.
- When a problem is reported to me and I haven't been present for the prophetic word given, I ask to hear the recording before I give any opinion. At that time I usually want to discuss the problem with the prophetic person and give my assessment if it was a bit of misunderstanding or how they need to resolve it with the complainer. We have very few problems because we pastor or follow up with the words given.
- In conclusion, giving feedback has to be ongoing as people are growing in their gift and I likely do 80% of positive feedback to the 20% of adjustment or dealing with a problem.