

JETHRO COACHING MODEL

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JETHRO'S APPROACH TO CONSULTING

Exodus 18 provides us a biblical model of how to coach someone who needs a set of fresh eyes.

PRINCIPLE ONE: Listen before you speak: Jethro listened to Moses.

Moses told his father-in-law about everything the Lord had done to Pharaoh and the Egyptians for Israel's sake and about all the hardships they had met along the way and how the Lord had saved them. Jethro was delighted to hear about all the good things the Lord had done for Israel in rescuing them from the hand of the Egyptians" (Exod. 18:8-9).

PRINCIPLE TWO: Affirm before you advise: Jethro affirmed Moses.

He (Jethro) said, "Praise be to the Lord, who rescued you from the hand of the Egyptians and of Pharaoh, and who rescued the people from the hand of the Egyptians. Now I know that the Lord is greater than all other gods, for he did this to those who had treated Israel arrogantly." Then Jethro, Moses' father-in-law, brought a burnt offering and other sacrifices to God, and Aaron came with all the elders of Israel to eat a meal with Moses' father-in-law in the presence of God (Exod. 18:10-12).

PRINCIPLE THREE: Lead with questions; not answers: Jethro asked Moses questions.

The next day Moses took his seat to serve as judge for the people, and they stood around him from morning till evening. When his father-in-law saw all that Moses was doing for the people, he said, "What is this you are doing for the people? Why do you alone sit as judge, while all these people stand around you from morning till evening? (Exod. 18:13-14).

PRINCIPLE FOUR: Be clear about the issue not vague: Jethro was clear with Moses.

Moses' father-in-law replied, "What you are doing is not good. You and these people who come to you will only wear yourselves out. The work is too heavy for you; you cannot handle it alone" (Exod. 18:17).

PRINCIPLE FIVE: Offer practical advice; not philosophical answers: Jethro offers Moses advice.

Listen now to me and I will give you some advice, and may God be with you. You must be the people's representative before God and bring their disputes to him. Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. But select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain—and appoint them as officials over thousands, hundreds, fifties and tens. Have them serve as judges for the people at all times, but have them bring every difficult case to you; the simple cases they can decide themselves. That will make your load lighter, because they will share it with you. If you do this and God so commands, you will be able to stand the strain, and all these people will go home satisfied (Exod. 18:19-23).