

MINISTERIAL INTERNSHIP PROGRAM
SEMINAR VI

**Theme: “The Pentecostal Minister as a
Counselor/Caregiver”**

THE HOLY SPIRIT AND COUNSELING

By: Larry G. Hess

INTRODUCTION

We can and should live our lives full of the Holy Spirit. Our work should be His work and our efforts to help people with the various problems of life should be anointed and guided by the indwelling power of the Holy Spirit in us.

He is our Teacher, and if He does not teach us, we will not understand the things of God. He is our Illuminator, and without His light we will never see. He is the Healer of our deaf ears, and without His touch we will never hear. He is our comfort and strength. We, as counselors, must be still before Him, prostrate in His presence, and worship Him inwardly.

The Holy Spirit is among us to do His work in and through us. We must not resist His help, disobey His commands, quench His moving, or compromise our passions. He is our Teacher and Guide.

When we as Christian counselors sit before people as role models and helpers, we must be in tune with the Holy Spirit and pure in our hearts before God.

In this session, we will look at a Biblical role model for counselors, a guide to personal and spiritual growth, and the relationship between psychology and theology from a Pentecostal perspective.

I. A MODEL FOR COUNSELORS

Jesus promised us that the Holy Spirit, our helper, our "paraclete," would abide with us to help us in a variety of ways. It is God's will that we as Christian counselors be effective in bringing people to God and to life-styles of victory and power.

We must never be concerned only with the happiness, adjustment or success of those with whom we counsel. We fail as counselors if we do not somehow make people aware of their need for Christ and aware of what God can do in their lives. Jesus Christ is still the answer and He alone, through the work of the Holy Spirit, can bring fulfillment to our confused and broken lives. "But I tell you the truth; it is good for you that I am going away. Unless I go away, the Counselor will not come to you; but if I go, I will send Him to you" (John 16:7, NIV).

The most wonderful gift Jesus could have given His disciples was the Holy Spirit. The love of God is expressed not only by the incarnation and sacrificial death of Christ, but also by the sending of the Holy Spirit. Just as Christ came to seek and to save that which was lost (Luke 19:10), so the Holy Spirit has been given to

help us in our infirmities (Romans 8:26). The counselor is called upon to be a special kind of missionary, reaching out to those who hurt.

The Holy Spirit is gentle. He is love in action, reaching out, drawing men and women to Christ. God the Spirit ministers by gentle persuasion, not compulsion (John 16:8-11). He is grieved by people's persistent resistance to His tender call. Thus, the Holy Spirit is the Christian counselor's model.

We can be effective only as we are noncoercive, accepting, and empathetic. We cannot force ministry on an unwilling individual; indeed, one must be supportive and helpful, not ruthless and domineering. The Holy Spirit will not force Himself on anyone.

Counselors should continually seek to model their lives after the Holy Spirit. Because He is personal, we should expect it necessary to seek His counsel and blessing in the fulfillment of the counseling ministry, expecting the dynamic involvement of the Holy Spirit as we depend upon Him.

Counselors do well to acknowledge that training in psychological theory and clinical techniques offers no guarantee of adequate strength or wisdom to give help to the individuals. The counselor should be a catalyst in the healing process, pointing the

individuals to God who alone has the power to deal with all our problems.

A. A Model of Wholeness

God intends that we be fully alive and whole in Christ. The love of God and the fruit of the Spirit must be manifested in the counselor's life.

B. A Model of Prayer

Counselors face many baffling circumstances and problems in working with people. Our resources and our skills are challenged along with our faith at times. We rest assured in the power of God to answer prayer.

Paul's admonition is a model for every counselor, "Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God" (Philippians 4:6, NIV). Keeping the channel open to Heaven is an important part of effective counseling.

Jesus placed a high priority on prayer. We need to model lives of prayer as spirit-baptized believers who know that the Spirit helps us in our weakness and intercedes for us according to the will of God.

Baptism in the Holy Spirit opens the door to a new level of prayer. Praying in tongues, energized and enabled by the Spirit allows us to intercede and worship on a new level.

The entire counseling enterprise should be bathed in prayer.

C. A Model of Power

"God anointed Jesus of Nazareth with the Holy Spirit and power, and ... He went around doing good and healing all who were under the power of the devil, because God was with Him" (Acts 10:38). With the outpouring of the Holy Spirit, we can expect to do great things for God. His power is available to us. Through the power of the Holy Spirit, Christian counselors can believe God and see miracles of recovery, change, healing, restoration and growth like the secular world could only dream about.

Christian counselors, by the power of the Holy Spirit, are moving forcefully against the forces of darkness in this world. We are seeing the hand of God move, lives changed, and many miracles taking place.

II. PERSONAL AND SPIRITUAL GROWTH

The existentialist talks as though the problems of earth will be solved, but live as though there is no tomorrow -- no eternity. Instead, we should live for eternity and not worry about tomorrow.

With no future, there is no hope. With no hope, there is no reason to change. A belief in eternity does not result in a lack of

responsible motivation. What it does is that it frees us to consider our alternatives and to make wise choices.

There is the proper blend and understanding of growth, self-actualization and self-realization in Christian counseling. Psychology and theology blend and can be integrated. Assumption and conflicting ideas taught in secular, Godless fashion must be rejected. The result can be a powerful, life-changing, Spirit-anointed approach to working with and understanding people.

The essence of psychotherapy and counseling is growth; growth, which eventually leads to maturity and an ability to fulfill one's individual and interpersonal needs. Therefore, the goal is wholeness. Thus, the nature of counseling consists of the following ideas.

- Counseling is a process, not an act.
- Growth requires help from others as well as from God.
- Maturity requires the ability to build healthy relationships.
- People must learn how to change self-defeating behaviors.
- If we have it together, why don't we act like it?
- Personal growth requires spiritual growth to be complete.
- God is more concerned about changing the people in trouble than He is concerned about changing the situations that trouble us.
- Maturity and spiritual development are essential.

- Growth must become an ongoing process.
- Real change must take place in our most significant interpersonal relationships.
- We need to be in touch with feelings and needs.
- Fellowship and openness with other Christians are necessary for growth.

III. PERSONALITIES PERMEATED BY THE HOLY SPIRIT

The Holy Spirit can influence the mind and change the will of any who allow His intervention. It is the work of the Holy Spirit that produces such positive character traits as love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (Galatians 5:22-23). The Holy Spirit is capable of working in individuals to accomplish everything that could be desired by a counselor who has genuine concern for the growth and maturity of those who come to him with problems.

It is impossible for the Christian counselor to separate psychology and theology as they relate to the counseling process. The truths of who people are and what they are like is a part of God's Word and God's plan. The object of counseling is helping a human being created in God's image; wholeness is achieved only when life is lived in a manner pleasing to God.

Jesus Christ is a superb example of a whole, complete, actualized life. Jesus possessed a capacity for spontaneity,

emotional honesty and self-trust that awed and inspired the people He met. He was flexible and authentic in expressing Himself.

Psychology and theology both agree that not coming to grips with basic anxiety and fear blocks growth and fragments relationships. Counselors have a unique opportunity to inspire the broken-hearted, impart courage to the hopeless, and give direction to those who feel lost in life.

God desires for each person to realize his/her greatest potential. Understanding ourselves and others is a prerequisite for reaching our God-given potential.

In 1 Thessalonians 5:14, Paul instructs the believers in how to minister to the needs of people who are different. Paul wrote, "And we urge you, brother, warn those who are idle, encourage the timid, help the weak, be patient with everybody." The Holy Spirit wants to permeate our personalities and make us effective in dealing with people, in spite of our different needs and desires. We must urge, warn, encourage, help and be patient with people as we are used of the Holy Spirit in counseling.

As we look at how the Holy Spirit permeates our human personalities, we need a simple language to use in order to understand ourself and personalities. The DiSC Personal Profile System is my favorite from many good systems. The DiSC is highly compatible with the Myers-Briggs Type Indicator (MBTI). Following

is a chart designed to give an overview of the DiSC. Notice the four behavioral styles:

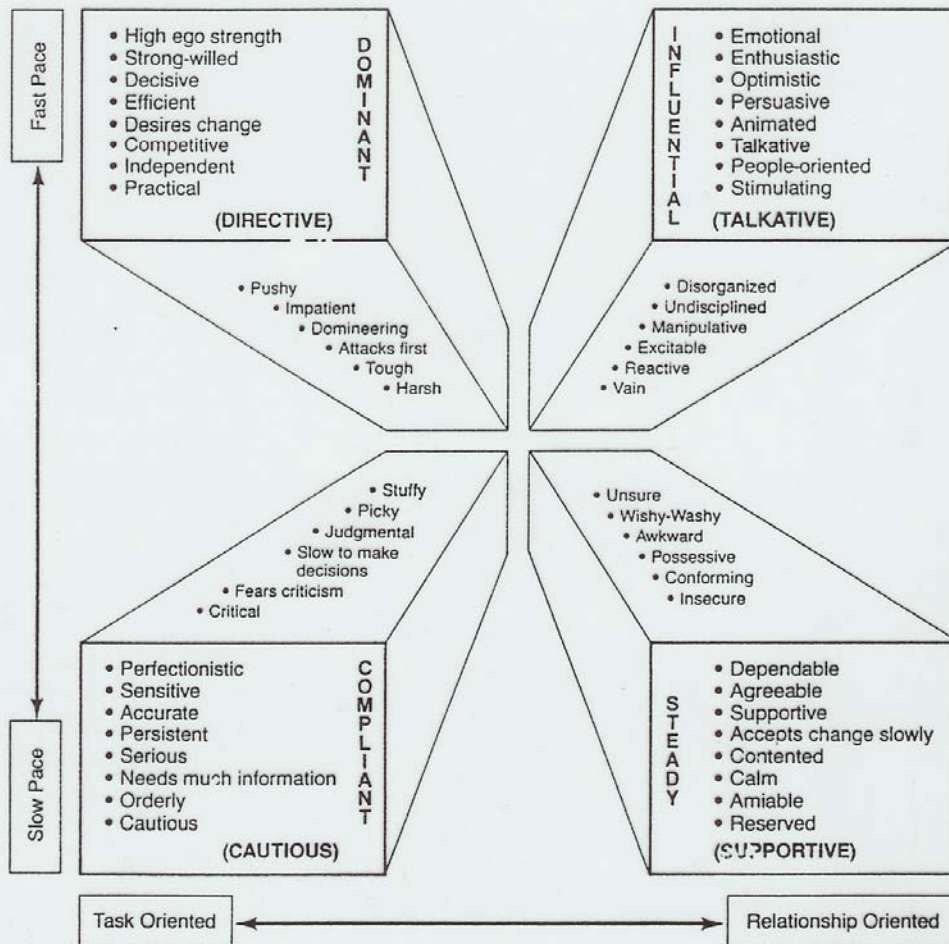
D = Dominant/Directing

i = Influencing/Interacting

S = Steady/Supportive

C = Cautious/Compliant

Behavioral Styles



Personal Profile System® General Highlights



Dimensions of Behavior

Interpretation Stage I See page 6, Guidelines for Interpretation.

D DOMINANCE

Emphasis is on shaping the environment by overcoming opposition to accomplish results.

DESCRIPTION	ACTION PLAN
<p>This person's tendencies include</p> <ul style="list-style-type: none"> • getting immediate results • causing action • accepting challenges • making quick decisions • questioning the status quo • taking authority • managing trouble • solving problems <p>This person desires an environment that includes</p> <ul style="list-style-type: none"> • power and authority • prestige and challenge • opportunities for individual accomplishments • a wide scope of operations • direct answers • opportunities for advancement • freedom from controls and supervision • many new and varied activities 	<p>This person needs others who</p> <ul style="list-style-type: none"> • weigh pros and cons • calculate risks • use caution • structure a predictable environment • research facts • deliberate before deciding • recognize the needs of others <p>To be more effective, this person needs</p> <ul style="list-style-type: none"> • to receive difficult assignments • to understand that they need people • to base techniques on practical experience • to receive an occasional shock • to identify with a group • to verbalize reasons for conclusions • to be aware of existing sanctions • to pace self and to relax more

i INFLUENCE

Emphasis is on shaping the environment by influencing or persuading others.

DESCRIPTION	ACTION PLAN
<p>This person's tendencies include</p> <ul style="list-style-type: none"> • contacting people • making a favorable impression • being articulate • creating a motivational environment • generating enthusiasm • entertaining people • viewing people and situations with optimism • participating in a group <p>This person desires an environment that includes</p> <ul style="list-style-type: none"> • popularity, social recognition • public recognition of ability • freedom of expression • group activities outside of job • democratic relationships • freedom from control and detail • opportunities to verbalize proposals • coaching and counseling • favorable working conditions 	<p>This person needs others who</p> <ul style="list-style-type: none"> • concentrate on the task • seek facts • speak directly • respect sincerity • develop systematic approaches • prefer to deal with things instead of people • take a logical approach • demonstrate individual follow-through <p>To be more effective, this person needs</p> <ul style="list-style-type: none"> • to control time, if D or S is low • to make objective decisions • to use hands-on management • to be more realistic when appraising others • to make priorities and deadlines • to be more firm with others, if D is low

C CONSCIENTIOUSNESS

Emphasis is on working conscientiously within existing circumstances to ensure quality and accuracy.

DESCRIPTION	ACTION PLAN
<p>This person's tendencies include</p> <ul style="list-style-type: none"> • adhering to key directives and standards • concentrating on key details • thinking analytically, weighing pros and cons • being diplomatic with people • using subtle or indirect approaches to conflict • checking for accuracy • analyzing performance critically • using a systematic approach to situations or activities <p>This person desires an environment that includes</p> <ul style="list-style-type: none"> • clearly defined performance expectations • values on quality and accuracy • a reserved, business-like atmosphere • opportunities to demonstrate expertise • control over those factors that affect their performance • opportunities to ask "why" questions • recognition for specific skills and accomplishments 	<p>This person needs others who</p> <ul style="list-style-type: none"> • delegate important tasks • make quick decisions • use policies only as guidelines • compromise with the opposition • state unpopular positions • initiate and facilitate discussions • encourage teamwork <p>To be more effective, this person needs</p> <ul style="list-style-type: none"> • to plan carefully • to know exact job descriptions and performance objectives • to schedule performance appraisals • to receive specific feedback on performance • to respect people's personal worth as much as their accomplishments • to develop tolerance for conflict

S STEADINESS

Emphasis is on cooperating with others within existing circumstances to carry out the task.

DESCRIPTION	ACTION PLAN
<p>This person's tendencies include</p> <ul style="list-style-type: none"> • performing in a consistent, predictable manner • demonstrating patience • developing specialized skills • helping others • showing loyalty • being a good listener • handling excited people • creating a stable, harmonious work environment <p>This person desires an environment that includes</p> <ul style="list-style-type: none"> • maintenance of the status quo unless given reasons for change • predictable routines • credit for work accomplished • minimal work infringement on home life • sincere appreciation • identification with a group • standard operating procedures • minimal conflict 	<p>This person needs others who</p> <ul style="list-style-type: none"> • react quickly to unexpected change • stretch toward the challenges of accepted tasks • become involved in more than one thing • are self-promoting • apply pressure on others • work comfortably in an unpredictable environment • help prioritize work • are flexible in work procedures <p>To be more effective, this person needs</p> <ul style="list-style-type: none"> • to be conditioned prior to change • to validate self-worth • to know how personal effort contributes to the group effort • to have colleagues of similar competence and sincerity • to know task guidelines • to have creativity encouraged

Most people are highest in one or two of these styles. It is important to understand ourself and to understand how people are different. Also, we need to know how we can allow the Holy Spirit to meet our needs and desires to make us more like Christ.

People have certain expectations and needs. We can demand that we get our way and that others meet our needs or we can manifest the fruits of the Holy Spirit and discipline our needs and our behavior. We can replace harsh judgments of others with acceptance. Instead of us trying to change people and get our way, the Holy Spirit wants us to seek to understand and communicate with others as we work together.

Dominant (D):	Desires being in charge and setting own standards for achievement.
Influencing (i):	Desires a friendly environment and the freedom and flexibility to make changes.
Steadiness (S):	Works at being supportive and carrying out the expectations of others.
Compliant (C):	Desires to be right, fulfilling commitments and having control of quality.

Pastors and church leaders know how different people are and how we need the help of the Holy Spirit in ministering to the

needs of people. Notice how people want different approaches in local church ministry.

High “D” people usually have a strong desire for the church to provide comprehensive programs for all the people. They take an aggressive goal-oriented approach. High “D” pastors tend to lead their church in several building programs and work to expand the ministries to include something for everybody.

High “i” people are interested in programs that will reach more people for Christ. They prefer to try a new and innovative method. They tend to place more importance on being emotionally expressive in worship. High “i's” can be excellent at eliciting passion for and participation in important causes.

High “S” people are very supportive and loyal. They are respectful to leaders and seek to build close relationships with certain people. They prefer a church that is more traditional that works toward peace and harmony. They will tend to place more emphasis on social needs and on reaching their city for Christ through supporting community involvement.

High “C” people prefer a church that is operated "by the book." They tend to be more cautious regarding new projects, needing to be assured of proper planning and procedures. When on board, the High “C” will work harder than anyone to do a quality job that is right and praise-worthy. The High “C” can be

stubborn and critical in persevering to reach the goals of the church. They place strong emphasis on doctrine and follow the proper procedures for accomplishing Christ's mission on earth.

We can find Biblical examples for each of the four styles.

High D's:	Solomon Joshua Sarah	Stephen Lydia Paul
High i's:	Aaron Peter Rebekah King Saul	Barnabas David Abigail
High S's:	Isaac Nehemiah Abraham Jacob	Dorcus Martha Hannah James
High C's:	Luke Moses Elijah Jonah	Ruth Esther John Mary

There is no perfect or even best personality style. Whatever style is most like us is okay. What is more important is that we are totally committed to Jesus Christ and that we live full of the Holy Spirit. Thus, our contentment is no longer dependent upon personal circumstances, people, or upon material possessions. It is then that God can make us all that He intended for us to be. It is then that our inadequacies can become divinely transformed into strengths.

The power of the Holy Spirit in counseling can transform our natural tendencies from becoming weaknesses and supernaturally

make us strong in the power of the Holy Spirit. We all need to go further in our spiritual and emotional growth.

Paul said, "Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is -- His good, pleasing and perfect will" (Romans 12:2).

CONCLUSION

Without Christ in our lives, we can only depend on our sheer will power to change our weaknesses and overcome our fears and hurts. But in Christ and with a Spirit-filled life, we can experience the divine power of the Spirit transforming us and enabling us to increase in maturity, wholeness, holiness and the fruit of the Spirit.

The Holy Spirit can and will be an active part of our counseling ministry if we truly make Him our partner and helper.

The counselor must maintain spiritual disciplines and keep under the anointing of the Holy Spirit. With His help, we can understand ourself and others. We can be used of the Spirit to guide individuals into a dynamic, transforming relationship with Christ through the power of the Holy Spirit.

The Pentecostal fire of the Spirit will change us and keep us from being carnal, conceited, depressed, or defeated. We can walk humbly

before God and be used mightily of the Spirit in many ways, including in counseling.

DiSC personality profiles can be ordered from Ministerial Development.