

# 12 – How can I correct poor behavior effectively?

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## **Purpose**

Help supervisors gracefully and charitably correct poor behavior and inspire employees to become better.

## **Preparation**

Prayerfully study these scriptures and resources.

- [“As Many as I Love, I Rebuke and Chasten](#) by Elder D. Todd Christopherson
- [“A Chance to Start Over”](#) by Elder M. Russell Ballard
- [“Moral Discipline”](#) by D. Todd Christopherson
- [“A Matter of a Few Degrees”](#) by President Dieter F. Uchtdorf

What are the main things you learned from these resources?

How do they help you and those you serve become better leaders in the workplace?

Which messages will you share with those in this department?

## **Making Connections**

These discussions will not only develop employees into stronger disciple leaders but will help them see the relevance of the gospel in their careers. Invite them to write down their impressions. Also, invite them to share pertinent, personal experiences that strengthen the doctrine being taught.

## **Discussion: How does self-discipline influence our ability to discipline others?**

- *How can our personal self-discipline influence those who we discipline? How does humility help us become more self-disciplined? In what ways can we be bold yet humble when disciplining?*

How can I control others if I cannot control myself? (Gandhi, qt. Elder Sterling W. Sill, “The Miracle of Personality”, *Ensign*, March 1978)

- *Do you think Moroni wrote the letter found in [Alma 60-61](#) out of frustration or in an attempt to portray Christ-like discipline? What can we learn from Pahoran’s reaction to this letter? Why do we sometimes discipline before understanding? How can we reduce misunderstandings in our discipline?*

More than speaking is listening...If we listen with love, we won’t need to wonder what to say. It will be given us—by the Spirit and by our friends. (Elder Jeffrey R. Holland, *Preach My Gospel*, Chapter 9)

- Read [D&C 20:21-25](#). *Why do we refer to Christ as the Master Teacher? How are these characteristics influenced by discipline? How did His actions affect those around him? How can we follow Christ’s example of self-discipline?*

Self-discipline and self-control are consistent and permanent characteristics of the followers of JESUS (President James A. Faust, “Discipleship”, *Ensign*, Oct. 2006)

- *In what ways have you seen hypocrisy distract from disciplinary action? What role does trust play in discipline? How can we increase trust in the people we discipline?*

Either how canst thou say to thy brother, Brother, let me pull out the mote that is in thine eye, when thou thyself beholdest not the beam that is in thine own eye? Thou hypocrite, cast out first the beam out of thine own eye, and then shalt thou see clearly to pull out the mote that is in thy brother’s eye. ([Luke 6:42](#))

**Discussion: How can we effectively help others change through our disciplinary actions?**

- *How was Jesus honest, but not discourteous, when correcting Martha ([Luke 10:40-42](#))? How can we show the same emotional intelligence when correcting those we lead? How can we discipline in a way that inspires and encourages others?*

When a person is disciplined, he should not be thrust out and abandoned by his associates. It is exactly at that time that we need to show increased love for such people, to teach and show them the way back to God. (Elder Theodore M. Burton, "To Forgive is Divine", *Ensign*, April 1983)

- *What is your interpretation of [D&C 121:43-44](#)? How have you seen this principle used within the scriptures? How do you apply this scripture to professional discipline? What is the difference between discipline and punishment?*

Certainly the overarching and undergirding principle is that the discipline...must be motivated more by love than by punishment. (President James E. Faust, "The Greatest Challenge in the World-Good Parenting", *Ensign*, 1990)

- *When driving, how can overcorrecting be dangerous to the car and driver? In what ways are overcorrecting in driving and overcorrecting in discipline similar? How can we focus on pointing others in the right direction while disciplining rather than causing them to overcorrect?*

See [Alma 38:12](#) and Hymn 281, [Help Me Teach with Inspiration](#)

- *What can we learn from Nephi's efforts to discipline Laman and Lemuel?*
- *How does the Lord discipline the people in this video? How does He apply both justice and mercy when He disciplines? Why is His teaching so powerful? How can you emulate His example when disciplining your employees?*

[Go and Sin No More](#) (Bible Videos, LDS Media Library, 2013). Also see [John 8:6-11](#).

**Application**

Through these activities, employees will be directly or indirectly invited to make a personal inventory of their own work and (through the Spirit) realize the specific things that they must do in order to become a better disciple leader.

- *What principles of self-discipline that you learned today would help you become more disciplined? What steps will you take to improve your self-discipline? Record your thoughts in your journal.*
- *Think about a person in your life that is in need of discipline. What principles from today can you use to help this person? What disciplinary action would be most appropriate for this person? In what ways can you improve this person's receptiveness to your efforts? Invite employees to record their responses.*

**One on One** (Conducted outside of the training by the head of the department)

- *Invite this employee to describe the techniques he/she uses while disciplining. Are these techniques effective? How do you know? How do you think you can improve the way you discipline others?*
- *Discuss your insights about self-discipline. How have you noticed your personal discipline influencing the way you discipline others?*