

## **SESSION 2: QUALITIES OF LEADERSHIP** **第 2 集：领导素质**

Dr. John Vawter (00:01): 约翰·瓦特博士

So it's important for us to understand that leadership is not something that we just do. We have to be aware of what it is. Now, there are some people who are gifted and just have the natural talent of leadership, but I'm suggesting that biblical leadership is not natural leadership.

因此，重要的是我们要明白，领导力不只是我们做的事。我们必须意识到它是什么。现在，有些人很有天赋，只是天生具有领导才能，但我的意思是，圣经式的领导不是天生的领导。

Dr. John Vawter (00:25): 约翰·瓦特博士

There are lots of people naturally gifted to be leaders who aren't biblical leaders. So in this session, I would like us to look at what I call the necessary qualities of strong leadership. In Romans 8:29, Jesus said that we were predestined to become conformed to the image of Christ.

有很多人天生就有成为领袖的天赋，但他们并不是符合圣经的领袖。因此，在这一集数中，我希望我们可以看看我所说的强而有力的领导所必要的品质。在罗马书八章二十九节，耶稣说我们预定要效法基督的形象。

Dr. John Vawter (00:51): 约翰·瓦特博士

When I was in seminary or graduate theological school, we used to argue about what it meant that we were predestined. And we talked about predestination, and we would have these huge arguments about what predestination is, that frankly, none of us are smart enough to explain.

当我在神学院或还是神学院研究生时，我们常常争论我们命定的意思。我们谈到了宿命论，我们就会以什么是宿命论展开激烈的争论，坦白说，我们都没有足够的智慧来解释。

Dr. John Vawter (01:12): 约翰·瓦特博士

But we never talked about the most important part of the verse where the Apostle Paul wrote, "We were predestined to become conformed to the image of Christ." And as I reflected back on those times, and as I reflected back on those arguments in the classroom, I realized that we weren't acting like Christ as we argued with one another, and as we called one another stupid, and as we were unkind to one another.

但是我们从来没有谈到使徒保罗写的那节经文中最重要的一部分，“我们被预定要效法基督的形象。”当我回想那些时光，当我回想课堂上的那些争论时，我意识到当我们彼此争论时，我们并没有像基督那样行事，尤其是当我们互称对方愚蠢时，当我们对彼此是如此的不友善时。

Dr. John Vawter (01:39): 约翰·瓦特博士

So, the Apostle Paul says that we were predestined to become conformed to the image of Christ. So, in my simple mind, I've just boiled it down to this, that before history began, God was thinking about me, and wanting me to be in the process of becoming conformed to the image of Christ.

所以，使徒保罗说，我们预定要效法基督的形像。所以，在我简单的头脑里，我只是把它归结为，在历史开始之前，上帝在想着我，并希望我在过程中变得与基督的形象是一致的。

Dr. John Vawter (02:00): 约翰·瓦特博士

Secondly, we need to understand that Jesus was all about integrity. And as we talk about integrity today, and as we talk about leadership today, we need to think about that. That Jesus said in Matthew 5:37, "Let your yes be yes, and your no, no."

其次，我们需要了解的是耶稣是正直的。当我们今天谈论诚信，以及今天谈论领导力时，我们需要考虑这一点。耶稣在马太福音五章 37 节说：“你们的话，是，就说是；不是，就说不是。”

Dr. John Vawter (02:20): 约翰·瓦特博士

In the English language, we have the term double talk, which means that I speak to you, I satisfy you. But when you go away, you realize that I haven't said anything to you, because I haven't wanted to tell you the truth. But Jesus said, "Let your yes be yes, and your no, no." Jesus was full of integrity.

在英语中，我们有双重谈话这个词，意思是我和你说话，我满足你。但是当你离开时，你会发现我没有对你说什么，因为我不想告诉你真相。但耶稣说：“让你的话，是，就说是，不是，就说不是。”耶稣是充满正直的。

Dr. John Vawter (02:41): 约翰·瓦特博士

And one of the things that Jesus wants from his leaders in his church and his ministries is he wants men and women to be men and women of integrity. That we let our yes be yes, and our no be no. I will tell you, this is not one of my best moments, but one time I was asked to consult a Christian ministry here in the United States.

耶稣希望他的教会领袖和事工的其中一件事就是他希望男士们和女士们成为正直的男士们和女士们。让我们的“是”成为“是”，让“不是”成为“不是”。我会告诉你，这不是我最好的时刻之一，但有一次我被要求到美国这里的基督教事工当顾问。

Dr. John Vawter (03:10): 约翰·瓦特博士

I won't name the group, I won't name who they are, where I was. But I was in a large city in the United States working with their long range planning committee. And it came out during that meeting sitting around a round table with about 10 people that two of the men said they had been talking after a board meeting about the president of the group.

我不会说出这个组织的名字，我不会说出他们是谁，我在哪里。但我在美国的一个大城市与他们的长期规划委员会一起工作。在那次会议上，大约有 10 个人围坐在一张圆桌旁，其中两人说他们在董事会会议后一直在谈论该集团的主席。

Dr. John Vawter (03:41): 约翰·瓦特博士

And I said, "Excuse me, what did you say?" Well, it became very clear that these two men had been talking after the meeting about the president of the ministry and some things that they thought he was doing wrong. Now, this was not a good moment, and I'm not proud of what I did, but I'll tell you what I did.

我说，“对不起，你说什么？”嗯，很明显，这两个人在会议结束后一直在谈论该服事的主席以及他们认为他做错的一些事情。现在，这不是一个好时机，我并不为我的所作所为感到自豪，但我会告诉你我做了什么。

Dr. John Vawter (04:07): 约翰·瓦特博士

I beat my fist down on the table and I said, "This makes me damn angry." Now, if you want to get the attention of a group of Christian leaders, bang your fist down on the table and use the word damn, which is not an acceptable term in Christian life in the United States.

我用拳头砸在桌子上，然后说：“这让我非常生气。”现在，如果你想引起一群基督教领袖的注意，用你的拳头猛击桌子并使用该死的这个词，这在美国的基督徒生活中是不被接受的。

Dr. John Vawter (04:30): 约翰·瓦特博士

And I got everyone's attention and I said, "You are telling me that you sat in a meeting with your president, you did not tell him the truth, and you went out to the parking lot and stood by your automobiles and talked about him and talked about the meeting after you left.

我引起了所有人的注意，我说，“你告诉我你和你的主席开会，你没有告诉他真相，你走到停车场，站在你的汽车旁边，谈论关于他和谈到你离开后的会议。

Dr. John Vawter (04:50): 约翰·瓦特博士

Your yes wasn't yes, and your no wasn't no. You are not men of integrity." Now, you won't be surprised, that group did not ask me back to consult them very much longer. But that's all right. My point is that Jesus said, "Let your yes be yes and your no be no." And we are to be men and women of integrity if we're going to be leaders in the Church of Christ.

你的“是”不是“是”，你的“不是”也不是“不是”。你们不是正直的人。”现在，你不会感到惊讶，那群人很长时间并没有让我再回来当他们的顾问。但这没关系。我的意思是耶稣说，“让你的就是是，你的不是就是不是。”如果我们要成为基督教会的领袖，我们就要成为正直的男人和女人。

Dr. John Vawter (05:16): 约翰·瓦特博士

And then we need to talk about sanctification and service. In Galatians 5, the Apostle Paul writes about the fruit of the spirit, what the spirit of God wants to be doing in our lives and the qualities he wants to be building in our lives. And in Romans 12, and in I Corinthians 12, the Apostle Paul writes about the gifts of the spirit.

然后我们需要谈谈成圣和服事。在加拉太书第五章中，使徒保罗写到圣灵的果子，上帝的灵要在我们的生命中做什么，以及他要在我们的生命中建立的品格。在罗马书第12章和哥林多前书第12章中，使徒保罗写到圣灵的恩赐。

Dr. John Vawter (05:45): 约翰·瓦特博士

And for years, I had this backwards. I thought the foundation of ministry was the gifts of the spirit and what we do in the name of Christ. And then I was actually a pastor at the time, and I apologized to the church in a sermon. If you want to get the attention of the congregation in a sermon, say, "I have to apologize to you."

多年来，我一直在倒退。我认为事工的基础是圣灵的恩赐以及我们奉基督的名所做的事。然后我当时实际上是一名牧师，我在一次证道中向教会道歉。如果你想证道中引起会众的注意，可以说：“我必须向你道歉。”

Dr. John Vawter (06:09): 约翰·瓦特博士

And everyone came awake immediately. And I said, "I have been wrong because I now believe that the foundation of ministry is Galatians 5:22-23, the fruit of the spirit, love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control."

所有人都立刻清醒了过来。我说：“我错了，因为我现在相信事工的基础是加拉太书第5章对22和23节，圣灵的果子、仁爱、喜乐、和平、忍耐、恩慈、良善、信实、温柔和节制。”

Dr. John Vawter (06:30): 约翰·瓦特博士

And what the spirit of God wants to be doing in our lives is building Christ-like qualities in our life. That's the foundation of our lives. That's the foundation of ministry. And on that, the Spirit of God then uses the gifts that he has given us to build the Church of Christ.

上帝的灵想要在我们的生命中做的是在我们的生命中建立基督般的品质。那是我们生命的基础。这是事工的基础。在此之上，上帝的灵然后使用他给我们的恩赐来建立基督的教会。

Dr. John Vawter (06:53): 约翰·瓦特博士

And so I can't say that strongly enough, we need to be thinking about, "Am I growing in the fruit of the spirit? Am I growing in love? Am I growing in patience? Am I growing in kindness?" That leads us to what I then call a "balanced life". And by balanced life, I'm suggesting - In Matthew 6, Jesus talks about praying sincerely.

所以我不能不强烈的说，我们需要思考，“我是否在圣灵的果子中成长？我在仁爱中成长吗？我的忍耐有在成长吗？我有在恩慈中成长吗？”这引导我们走向我所谓的“平衡的人生”。[通过平衡的人生，我建议]在马太福音第六章中，耶稣谈到真诚地祷告。

Dr. John Vawter (07:19): 约翰·瓦特博士

He said, "Don't be like the hypocrites who pray loudly so that everyone can see them in public." He's talking about having a sincere faith. Someone said one time, "What we are in private is who we really are." He goes on then in Matthew 26, where he has now left the upper room, He's out in the garden and He's praying honestly.

他说：“不要像伪君子那样大声祷告，让每个人都能在公共场合看到他们。”他说的是要有真诚的信仰。有人曾经说过，“我们私下里的样子就是我们真正的样子。”然后他在马太福音第 26 章继续说，他已经离开了楼房，他在外面的花园里，他在诚实地祷告。

Dr. John Vawter (07:44): 约翰·瓦特博士

And the reason we know what He's praying and the reason we know what He's thinking is because the disciples are close enough (James, John, and Peter) that they hear what He's praying. And He's trying to bargain with God the Father, because He knows what crucifixion is. And He says, "If it's possible, let this cup pass from me."

我们之所以知道他在祷告什么，我们之所以知道他在想什么，是因为门徒们（雅各、约翰和彼得）离得非常近，他们听到了他在祷告什么。他正试图与父神讨价还价，因为他知道钉十字架是什么。他说：“若是可行，求你叫这杯离开我。”

Dr. John Vawter (08:07): 约翰·瓦特博士

He's so tormented emotionally that He's sweating drops of blood. He's trying to make a deal with God that let there be another way to deal with the sin problem of the world, because He didn't want to go to the cross to be crucified. He had been around Jerusalem enough, He knew exactly what crucifixion was.

他在情感上如此受折磨，以至于他流出血滴。他试图与上帝达成协议，让有另一种方式来处理世界的罪恶问题，因为他不想上十字架被钉在十字架上。他在耶路撒冷走得够多了，他清楚地知道钉十字架是什么。

Dr. John Vawter (08:30): 约翰·瓦特博士

And yet sometimes as leaders in the church of Christ and in ministries for Christ, we can be tormented. We can have something going on in our lives that's causing great pain and we don't tell the truth to one another. We don't say, "This is really truthful."

然而，有时作为基督的教会和基督事工的领袖，我们可能会受到折磨。我们可能会在生活中发生一些事情，造成我们巨大的痛苦，而我们却不告诉彼此真相。我们不会说，“这是真的。”

Dr. John Vawter (08:46): 约翰·瓦特博士

I won't go into detail, but my wife and I had a ministry to help ministers, pastors and people in ministry who were having problems with their kids using drugs and alcohol, abusing drugs and alcohol, being addicted to drugs and alcohol. And I would say to fathers particularly, "How's your son doing?"

我不会详细说明，但我和我的妻子有一个事工帮助服事者、牧师和事工人员，他们的孩子遇到使用毒品和酒精、滥用毒品和酒精、对毒品和酒精上瘾的问题。我会特别对父亲们说：“你儿子好吗？”

Dr. John Vawter (09:08): 约翰·瓦特博士

"I don't know where he is."

"Is he alive or dead?"

"I don't know."

"What's he doing?"

"I don't know. I haven't seen him for a year."

"How are you doing?"

"I'm doing fine. Everything's great."

And I would say, "I don't believe you. You don't know where your child is."

“我不知道他在哪里。”

“他是活着还是死了？”

“我不知道。”

“他在做什么？”

“我不知道，我已经一年没见到他了。”

“你好吗？”

“我很好。一切都很好。”

我会说，“我不相信你。你不知道你的孩子在哪里。”

Dr. John Vawter (09:25): 约翰·瓦特博士

You don't know if your daughter's prostituting in order to get drugs. And yet you're telling me everything is fine. It can't be the truth. You've got to be heartbroken." And so I'm suggesting to you that oftentimes in our culture, men particularly aren't honest about pain. But Jesus was honest about pain.

你不知道你女儿卖淫是不是为了吸毒。然而你告诉我一切都很好。这不可能是真相。你一定是心碎了。”所以我建议你，在我们的文化中，男人常常对痛苦不诚实。但耶稣对痛苦是诚实的。

Dr. John Vawter (09:47): 约翰·瓦特博士

And then in I Corinthians 6:19, the Apostle Paul writes, "You're not your own, but you're bought with a price. You're owned by Christ." So this is what I call "the balanced life". We are sincere in prayer. We are sincere with other people that we trust. We acknowledge the pain in our lives and we recognize that we're not our own, but that we are owned by Christ and we are to be giving our lives to Christ. We're to be giving every situation in our lives to Christ and be letting the Holy Spirit work our lives.

然后在哥林多前书第六章第 19 节，使徒保罗写道，“你们不是属于自己的，乃是重价买来的。你们是属于基督的。”所以这就是我所说的“平衡生活”。我们真诚地祷告。我们真诚地对待我们信任的其他人。我们承认我们生活中的痛苦，我们意识到我们不是属于我们自己的，而是我们是属于基督的，我们要把我们的生命献给基督。我们要把我们生活中的每一个情况都交给基督，让圣灵在我们的生命中工作。

Speaker 2 (10:24): 讲员 2

Amen.

阿们

Dr. John Vawter (10:25): 约翰·瓦特博士

And then we recognize that our lives have a purpose and we have a passion for that purpose. I talked about this earlier in John 17:4. At the end of his life, in his high priestly prayer, Jesus says

to the Father, in that prayer, "Everything you have asked me to do, I have done and I brought you the glory."

然后我们认识到我们的生活有一个目的，我们对这个目的充满热情。我早些时候在约翰福音第 17 章第 4 节中谈到了这一点。在他生命的尽头，在他的大祭司祷告中，耶稣在那个祷告中对天父说：“你所托付我做的一切，我已成全了，我已经荣耀你。”

Dr. John Vawter (10:49): 约翰·瓦特博士

So a big part of ministry, a big part of leadership in ministry is that we make certain that God's getting the glory. We're not getting the glory. And then I can't say this strongly enough, in Ephesians 4, the Apostle Paul writes about Jesus after he died on the cross going into hell and then coming out of hell and equipping the saints for the work of the ministry.

所以事工的重要部分，领导事工的重要部分是我们要确保上帝得到荣耀。不是我们得荣耀。然后我不能不强烈的说，在以弗所书第四章，使徒保罗写到耶稣死在十字架上后进入地狱，然后从地狱中出来，装备圣徒从事传道工作。

Dr. John Vawter (11:16): 约翰·瓦特博士

And in Ephesians 4, Paul writes about the gifts and the gifted people that Christ gave to the church. And he says he gave these gifted people to the church for the equipping of the saints, for the work of the ministry.

在以弗所书第四章，保罗写到基督赐给教会的恩赐和有恩赐的人。他说他把这些有恩赐的人交给教会，为要装备圣徒，为成全事工。

Dr. John Vawter (11:31): 约翰·瓦特博士

So your responsibility as leaders in the church, and my responsibility as a leader in the church is that we're to be in the process of identifying people with gifts and helping those people stir up those gifts and refine those gifts so they are doing the work of the ministry.

所以你作为教会领袖的责任，我作为教会领袖的责任是，我们要识别有恩赐的人，帮助这些人激发这些恩赐，提炼这些恩赐，这样他们才能成全事工。

Dr. John Vawter (11:52): 约翰·瓦特博士

In other words, we're not doing all of the work ourselves, we are equipping people to help them know how to manifest the gift that God gave to them through the spirit of God. We also have to ask ourselves the question (and this is again, one of the necessary qualities of strong leadership), "Do we have good relationships with other people?"



换句话说，我们不是自己做所有的工作，我们是在装备人们帮助他们知道如何彰显上帝通过上帝的灵赐给他们的恩赐。我们还必须问自己一个问题（这又是强大领导力的必要品质之一），“我们与其他人有良好的关系吗？”

Dr. John Vawter (12:15): 约翰·瓦特博士

In Matthew 7:12, we call it the golden rule. Jesus said, "Treat other people the way you want to be treated." Let's just think about that. How do we like to be treated? Well, we like people to treat us with respect.

在马太福音七章十二节，我们称之为黄金法则。耶稣说：“你愿意别人怎样对待你，就怎样对待别人。”让我们思考一下。我们喜欢被怎样对待？嗯，我们喜欢人们尊重我们。

Dr. John Vawter (12:30): 约翰·瓦特博士

We like people to listen to us, even if they disagree with us. We'd like people to be kind to us. We'd like people to acknowledge that we're there. And so Jesus is saying, "How we want to be treated is the way we are to treat other people." There's no other way to say it.

我们喜欢人们倾听我们的意见，即使他们不同意我们的看法。我们希望人们善待我们。我们希望人们承认我们在那里。所以耶稣说，“我们希望如何被对待，就是我们对待他人的方式。”没有其他方式可以这么说。

Dr. John Vawter (12:49): 约翰·瓦特博士

So, a good experiment and a good exercise for all of us is to take the time to be quiet and to say, "How do I like to be treated?" And then ask ourselves the question, "Do I treat other people this way?" And then we have to recognize that there's always spiritual warfare.

所以，对我们所有人来说，一个好的实验和一个好的练习就是花时间保持安静，然后说：“我喜欢被如何对待？”然后问自己一个问题，“我会这样对待别人吗？”然后我们必须意识到，总会有属灵的争战。

Dr. John Vawter (13:10): 约翰·瓦特博士

In Ephesians 6, the Apostle Paul writes about spiritual warfare and says that there is an enemy of our souls and he's after us and he doesn't like us if we are seeing the body of Christ being built.

在以弗所书第六章中，使徒保罗写到属灵争战，他说我们灵魂的仇敌在追赶我们，如果看到基督的身体正被建造，它就不喜欢我们。

Dr. John Vawter (13:26): 约翰·瓦特博士

So, becoming conformed at the image of Christ back to Romans 8:29, means that we be honest with ourselves and that we be honest with others, and that we honestly say how we're doing in ministry. Are we giving ourselves the glory, or are we giving God the glory?

所以，效法基督的样式回到罗马书 8 章 29 节，意味着我们对自己诚实，对别人诚实，我们诚实地说出我们在事工中的表现。我们是将荣耀归给自己，还是将荣耀归给上帝？

Dr. John Vawter (13:49): 约翰·瓦特博士

And as we are in ministry, are we in the process of becoming more conformed to the image of Christ? Am I more like Christ today than I was a year ago? Am I more like Christ today than I was five years ago? Now having said that, I want to make the point that self-awareness and knowing how God made us is really important.

当我们在服事时，我们是否正在变得更有基督的样式？我今天有比一年前更像基督吗？今天的我比五年前更像基督吗？话虽如此，我想指出的是，自我意识和了解上帝如何创造我们真的很重要。

Dr. John Vawter (14:13): 约翰·瓦特博士

This is called personality styles. And just to be honest, it doesn't exactly come from the Bible, but I think it applies to the Bible. So, notice in the little box that you have there in the top left corner is Thomas, one of the disciples. And the Bible helps us understand in what little it says about him, that he was an analytical person.

这称为个性风格。老实说，它并不完全来自圣经，但我认为它适用于圣经。所以，请注意左上角的小方框里是门徒之一多马。圣经帮助我们了解关于他的一点点，他是一个善于分析的人。

Dr. John Vawter (14:38): 约翰·瓦特博士

Go to the top right corner and there's Peter. And you know who Peter was? He was the one who would speak before he thought and would sometimes tell Jesus he was wrong. Can you imagine that, telling Jesus he was wrong? Peter was what we call a "driver". Go to the bottom right corner of the box and there's Philip who we know as an "expressive".

转到右上角，那是彼得。你知道彼得是谁吗？他是那种会先发制人，有时会告诉耶稣他错了的人。你能想象，告诉耶稣他错了吗？彼得就是我们所说的“驾驭型的人”。转到框的右下角，那里是我们所熟知的“富有表现力”的腓力。

Dr. John Vawter (15:05): 约翰·瓦特博士

And then to the left side was Andrew who was an “amiable”. Now then, if you go to the top of the box is the word “control”, go to the left is “ask”, go to the bottom is the word “emote”, go to the right is the word “tell”. But right in the middle of the box is Jesus.

然后左边是“和蔼可亲”的安得烈。现在，如果你去框的顶部是“控制”一词，向左是“询问”，向底部是“表情”一词，向右是“告诉”一词。但就在框的中间是耶稣。

Dr. John Vawter (15:27): 约翰·瓦特博士

And that statement is that Jesus is the perfect one. And whether we're an analytical or a driver or an amiable or an expressive, our goal in life is to understand who we are, understand how we are to respond to and treat the other three personality styles. And in that process, become more conformed to the image of Christ. So, let me just say it then.

那句话是耶稣是完美的。无论我们是分析型的、驾驭型的、和蔼可亲的、还是表达型的，我们的生活目标都是了解我们是谁，了解我们如何应对和对待其他三种不同风格的人。在这个过程中，变得更有基督的样式。那么，我就这么说吧。

Dr. John Vawter (15:53): 约翰·瓦特博士

The “analytical” (if you follow the words on the edges of the box) controls by asking questions. The “amiable” asks as they emote. The “expressive” tells and is very emotional, very emotive. And the “driver” controls by telling people what to do. Now understand, we didn't choose to be this way.

“分析”（如果你遵循方框边缘的文字）分析通过提问来控制。“和蔼可亲型的人”一边发问一边表露情感。“表达型”讲述的是非常情绪化，表情丰富夸大的。而“驾驭型的人”通过告诉人们该做什么来进行控制。现在明白了，我们没有选择这样。

Dr. John Vawter (16:23): 约翰·瓦特博士

This is just how God made us. It's not affected by where we were raised, it's not affected by our family. I'll give you an example. I have a brother who's four years older. He's an analytical. He's now a retired cardiologist. He moved slowly. He still moves slowly because he's an analytical.

这只是上帝创造我们的样式。它不受我们成长的地方的影响，也不受我们家庭的影响。我给你举个例子。我有一个大我四岁的哥哥。他是个分析者。他现在是一名退休的心脏病专家。他缓慢地行动。他仍然行动缓慢，因为他是个善于分析的人。

Dr. John Vawter (16:51): 约翰·瓦特博士

And I asked him one day if he misses practicing medicine and he said, "No, I could still do it. I just don't miss the pressure of putting a wire in somebody's heart 10 hours a day." Now, if you're

going to have a doctor knock you out for a while and put a wire in your heart, you want him or her to be careful, correct?

有一天我问他是否怀念行医，他说，“不，我仍然可以做。我只是不想怀念每天 10 个小时在某人的心脏中植入一根电线的压力。”现在，如果你要让医生把你打晕一会儿，然后在你的心脏放一根电线，你希望他或她小心，对吗？

Dr. John Vawter (17:18): 约翰·瓦特博士

That's the analytical person. I'm a driver. My brother and I were raised in the same home, we were raised by the same parents, we were given the same values, and we were given the same discipline. Of course, my brother was disciplined more than I was because I obeyed our parents.

那是分析型的人。我是一名驾驭型的人。我和哥哥在同一个家庭长大，由同样的父母抚养长大，我们被赋予了相同的价值观，我们被赋予了相同的纪律。当然，我哥哥比我更受管教，因为我顺服我们的父母。

Dr. John Vawter (17:38): 约翰·瓦特博士

But this is how God made us. It's just the genetics. So different people are made different ways. But the question is then, how do we become more Christ-like? As we live the golden rule then, as a driver, how am I respectful of my brother, the analytical who moves slower than I am?

但这就是上帝创造我们的样式。这只是遗传。所以不同的人有不同的样式。但问题是，我们如何变得更像基督？当我们遵循黄金法则时，作为一名驾驭型的人，我如何尊重我的哥哥，这个比我慢动作的分析者？

Dr. John Vawter (18:03): 约翰·瓦特博士

As a driver, how am I respectful of my wife who's an amiable and doesn't speak as forthrightly as I am? How does the expressive (who's always expressing and telling people what a great deal this is and what we can accomplish) learn to slow down enough so that they can answer the questions that the analytical is going to be asking them?

作为一个驾驭型的人，我该怎么尊重我的妻子，她是和蔼可亲型，说话不像我那么直率的？富有表现力的人（他们总是在表达和告诉人们这是多么重要以及我们可以完成什么）该如何学会放慢速度，以便他们能够回答分析型的人将要问他们的问题？

Dr. John Vawter (18:31): 约翰·瓦特博士

So, look to the next column. I have some strengths and weaknesses here of each person. The analytical, some of his or her strengths is they are industrious, they are tenacious, and they are orderly. That's how God made them. That's their genetic makeup. They didn't choose to be that way.

因此，请查看下一栏。我这里每个人都有一些长处和短处。分析型的，他或她的一些优点是勤奋、顽强和有条不紊。上帝就是这样创造他们的。那是他们的基因构造。他们没有选择那样做。

Dr. John Vawter (18:54): 约翰·瓦特博士

If you're here this morning as an analytical, you didn't choose to be an analytical. That's just who you are. And we need you in our lives, we need you in our organizations, we need you in the church of Christ. But unfortunately, there are some weaknesses in this person's life as well.

如果你今天早上作为一名分析型的人来到这里，那么你并不是选择成为一名分析型的人。那就是你。我们的生活需要你，我们的组织需要你，基督的教会需要你。但不幸的是，这个人的生活也有一些弱点。

Dr. John Vawter (19:15): 约翰·瓦特博士

This person can be critical. This person can be indecisive, and they can be a slow decider. I will talk about this later on in other sessions. But this morning, let's propose that we are here together all from the same church, and we want to move forward.

这个人可能很挑剔。这个人可能优柔寡断，他们可能是一个缓慢的决定者。我稍后会在其他集数上讨论这个问题。但是今天早上，让我们提议我们都来自同一个教会，我们要向前迈进。

Dr. John Vawter (19:34): 约翰·瓦特博士

We want to move forward in faith. Our ministry is on the top of mountain A, but we want to move to the top of Mountain B. And the drivers are here saying, "Let's move in faith." The analyticals are saying, "Let's figure this out. How many steps is it going to take us to get there?"

我们要凭着信心前进。我们的事工在 A 山顶，但我们想搬到 B 山顶。驾驭型的人在这里说：“让我们凭信心前进。”分析型的人说：“让我们弄清楚这一点。我们需要多少步骤才能到达那里？”

Dr. John Vawter (19:51): 约翰·瓦特博士

How many people do we need? How much money do we need? What is the government going to say?" And so we have to understand we need some of the analyticals' questions, but if they move and talk all day long, we will never move forward. Secondly, the amiable, their strengths are they are supportive, they are respectful, they are relational.

我们需要多少人？我们需要多少钱？政府会说什么？”所以我们必须明白我们需要一些分析性的问题，但如果他们行动和说了一整天，我们永远不会前进。其次，和蔼可亲型的，他们的长处是给与支持，他们是尊重人的，他们是有关系的。

Dr. John Vawter (20:19): 约翰·瓦特博士

They care for other people. They oftentimes have the spiritual gift of helps. They're always kind to other people. But look at the weaknesses. They're conforming. They're unsure, and sometimes they're not honest because they don't want to hurt our feelings.

他们关心其他人。他们常常有帮助的属灵恩赐。他们总是对其他人很好。但是看看弱点。他们是循规蹈矩的。他们不确定，有时他们不诚实，因为他们不想伤害我们的感受。

Dr. John Vawter (20:40): 约翰·瓦特博士

Look at the driver. Our strengths are we are strong willed, we are practical, and we are efficient. But the weaknesses are we can be pushy, we can be harsh, and we can alienate people because we want to move quicker than they want to move.

看看驾驭型的。我们的优势是我们的意志很坚强，我们务实，我们高效率。但缺点是我们可能会咄咄逼人，我们可能会很苛刻，而且我们可能会疏远人们，因为我们想要行动得比他们想要行移动得更快。

Dr. John Vawter (21:04): 约翰·瓦特博士

So, I'm suggesting to you, because I am a driver and I understand this, that what I'm still in the process of learning is how to be sensitive to the analytical who needs a hundred answers to his hundred questions when we only need to think through five questions before we start moving.

所以，我建议你，因为我是一名驾驭型的并且我明白这一点，我仍在学习的是如何对分析型的人敏感，他们对于他们所提出的一百个问题需要一百个答案，而我们在开始行动之前只需要思考五个问题。

Dr. John Vawter (21:25): 约翰·瓦特博士

I need to be responsive to the amiable who's wondering how everyone is feeling and being kind to everyone. And we can take so much time going to ask everyone how they're feeling that we never start moving forward in ministry. The “expressive”, his or her strengths is they are ambitious, they are enthusiastic, and they are dramatic.

我需要对那些想知道每个人的感受并善待每个人的和蔼可亲型的人做出回应。我们可以花很多时间去问每个人他们对我们的感觉如何，而还未开始在事工中前进。“表现型的”，他或她的长处是雄心勃勃，充满热情，而且富有戏剧性的。

Dr. John Vawter (21:48): 约翰·瓦特博士

This is the best thing in the history of the Church of Christ. We all need to move forward because God is going to do great things through us. But their weaknesses are they're manipulative, they're reactive, and they're great promoters always talking about what a great thing this will be. But notice again, we are on the outside of the box.

这是基督教会历史上最好的事情。我们都需要前进，因为上帝会通过我们成就大事。但他们的弱点是他们是操纵性的，他们是反应性的，他们是伟大的推动者，总是谈论这将是多么伟大的事情。但再次注意，我们是在常规思维以外。

Dr. John Vawter (22:16): 约翰·瓦特博士

There is Christ in the middle. Think about this, Jesus is talking about when he's leaving the earth and Peter interrupts him to correct him. Jesus knew exactly how to talk to Peter. He said to him, "Get behind me, Satan." Can you imagine that?

基督在这中间。想一想，耶稣正在谈论他什么时候离开世上，彼得打断他并纠正他。耶稣确切地知道如何与彼得交谈。他对他说：“撒旦，退到我身后。”你能想象吗？

Dr. John Vawter (22:41): 约翰·瓦特博士

I remember when I was in school, a teacher would call me, "You little devil," but no one ever called me Satan. But here's Jesus figuratively, poking Peter right in the eye because he knew that's what Peter needed to hear him and listen to him. And yet now move forward, Jesus has been crucified, he's been resurrected.

我记得我在学校的时候，一位老师会叫我“你这个小恶魔”，但从来没有人叫我撒旦。但这里是耶稣的比喻，正对着彼得的眼睛戳，因为他知道彼得需要听到他的声音并听他说话。然而现在继续前进，耶稣已经被钉死在十字架上，他已经复活了。

Dr. John Vawter (23:04): 约翰·瓦特博士

The disciples are starting to come back together. They're talking about the fact that Jesus has been resurrected from the dead. And Thomas, who is the analytical, who doesn't take anything by faith, always needs answers, says, "I'm not going to believe until I touch the nail prints and the wounds in his hands."

门徒们开始聚在一起。他们在谈论耶稣从死里复活的事实。多马是个善于分析的人，他不凭信心相信任何事情，他总是需要答案，他说：“除非我触摸到他手上的钉痕印和伤口，否则我不会相信。”

Dr. John Vawter (23:27): 约翰·瓦特博士

And we don't know how this happened, just spiritually Jesus appears. And Jesus doesn't say to Thomas, "Get behind me, Satan." He understands that he's an analytical. He holds out his hands and says, "Here, Thomas, feel for yourself."

我们不知道这是怎么发生的，只是在属灵上耶稣出现了。耶稣并没有对多马说：“撒旦，退到我后面去。”他明白多马是个分析家。他伸出双手说：“在这里，多马，你自己感受一下。”

Dr. John Vawter (23:45): 约翰·瓦特博士

So what I'm suggesting to you is that Jesus as the perfect leader, the perfect person understands all of these personality styles and he relates to them based on how they're going to respond to him. So I'm suggesting to you as we are leaders in Christ, we need to understand our styles.

所以我向你建议的是，耶稣作为完美的领导者，完美的人了解所有这些人格风格，并且根据他们将如何回应他来与他们联系。所以我建议你，因为我们是基督里的领袖，我们需要了解我们的风格。

Dr. John Vawter (24:08): 约翰·瓦特博士

And need to understand as drivers, we can overpower people. Understand as analyticals, we can ask too many questions. Understand, as amiable, we can always be so nice we never exactly tell the truth because we don't want to hurt anyone's feelings. And as expressives, we're always talking, not listening.

并且需要了解作为驾驭型的人，我们可以压倒人。理解作为分析型的人，我们可以问太多问题。请理解，作为和蔼可亲型的人，我们可以总是那么友善，以至于我们从不说实话，因为我们不想伤害任何人的情感。作为表达型的人，我们总是在说，而不是在听。

Dr. John Vawter (24:27): 约翰·瓦特博士

I have a friend in the city where I live who is on the board of his church, and he said to me, "I never listen to the other board members. I'm always thinking through what I'm going to say." So he's an expressive, he's a salesman. He doesn't care what you think, because he's going to try to sell you on what he thinks.

我在我居住的城市有一个朋友，他是他教会的董事会成员，他对我说：“我从不听取其他董事会成员的意见。我总是仔细考虑我要说的话。”所以他是一个善于表达的人，他是一个推销员。他不在乎你怎么想，因为他会根据他的想法来向你推销。

Dr. John Vawter (24:48): 约翰·瓦特博士

But here's Jesus absolutely in the middle, understanding all of these personality styles. And I'm suggesting to you as we grow ~~grew~~ in Christ then, regardless of ~~in~~ which corner we find



ourselves, the driver, the analytical, the amiable, or the expressive, as we are maturing and becoming more conformed to the image of Christ, we're moving to the middle.

但耶稣绝对在中间这里，了解所有这些人格风格。当我们在基督里成长时，我建议你，不管我们发现自己在那个角落，驾驭者（驱动者），分析者，和蔼可亲者，还是表达者，因为我们正在成熟并越来越符合基督的样式，我们正在向中间移动。

Dr. John Vawter (25:13): 约翰·瓦特博士

Treating people as Christ would treat them, respecting them as Christ would respect them. And that's part of growth taking hold of us, and that's part of becoming more conformed to the image of Christ. So I'm suggesting then, if we're honest about who we are and how God made us and how our genetic makeup formed us, we will help each other be in the process of becoming more conformed to the image of Christ.

像基督那样对待人，像基督那样尊重人。那是抓住我们成长的一部分，那是变得更符合基督的样式。所以我建议，如果我们诚实地知道我们是谁，上帝如何创造我们，我们的基因构造如何塑造我们，我们就会在这个过程中互相帮助，变得更像基督，更有基督的样式。

Dr. John Vawter (25:42): 约翰·瓦特博士

So the amiable will say to me as a driver, "John, you need to slow down. John, you need to listen more." I will say to the amiable, "You need to talk more. You need to be more honest. You need to understand that your opinion is really important here." Now the final word, genuine leaders know themselves. Notice the word genuine.

所以和蔼可亲的人会对我这个驱动者说，“约翰，你需要减速。约翰，你需要多听。”我会对和蔼可亲型的人说：“你要多说话，要更诚实，要明白你的意见在这里真的很重要。”现在说到底，真正真诚的领导者了解自己。注意真诚这个词。

Dr. John Vawter (26:07): 约翰·瓦特博士

Not just leaders, not just someone appointed to the board in a church or in a ministry. Genuine leaders know themselves, they know how God made them, and they continue to grow to become more Christ-like as they emulate his leadership. Pray with me please. Father, help us all to remain in the process of becoming more conformed to the image of Christ.

不仅仅是领导者，不仅仅是在教会或事工中被任命为董事会成员的人。真正真诚的领导者了解自己，他们知道上帝是如何创造他们的，并且在效法基督的领导时，他们会不断成长，变得更像基督。请和我一起祷告。天父，请在这过程中帮助我们所有人变得更像基督。

Dr. John Vawter (26:35): 约翰·瓦特博士

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Help us to understand that we do not own ourselves, but you own us. And help us to understand how you made us, whether we're analyticals or drivers or amiables or expressives, that we need to be moving to the middle of the page to become more like Christ. And I pray this in his name. Amen.

帮助我们了解我们不属于自己的，而是你拥有我们。并帮助我们理解你是如何塑造我们的，无论我们是善于分析、善于驾驭型的人、亲切友善还是善于表达的类型，我们都需要移到页面的中间，变得更像基督。我奉他的名祷告。阿们。