



Lecturing from the President Byeong
in the light of
Ministry, Philosophy, and Leadership of Dr. Melvin
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People whom hard to coach

Dear students,

It is true that there has been a lot of talk of coaching since a while ago, and it has been quite advanced in the field. I have never personally taken coaching training. Therefore, I have never received a certificate to officially coach. However, I am just interested in that field through my personal experience. I've been very distressed about people who can't be fixed for some time. But I happened to see an article on coaching. (Marshall Goldsmith, p. 48-49)

First, there are people who shouldn't be coached, and don't try to teach them. Don't try to change people who don't want to change. This may sound a bit harsh, but some people are hard to change. It's too much to give up after doing it once or twice, but there are times when you talk about it dozens of times, and there are times when you have a lot of pain in your mind, but you can't. It's not often the case, but it could be the boss at work, the person subordinate, If we keep trying to fix those people, we end up facing problems that we can't handle.

I also have such people around me, and at some point I found it wise to give up. It's not often the case, but it's not until years later that some problems are so deep and systematically functional that they unconsciously affect the ministry itself or the organization. Through trial and error, we shake off all fantasies about our leadership and conclude that it is a difficult problem to solve in the end.

People who don't think they have a problem are hard to change. Sometimes we try to change the behavior of successful adults at work or in social life who are not interested in change. Moreover, there are times when families try to change spouses or children, but it doesn't work well. They are people who are not interested in being changed. So, such examples often appear on TV, etc. Giving up is a bit strange, but the conclusion is that. About the father, the school teacher, the relationship between the patients and the doctor in the hospital, young mothers, brothers and sisters, adolescent children, relationships with relatives, pastors.

Do they need to waste their time if they are not interested in changing? Attempts to change those who pursue strategies in the wrong direction seem unreasonable. If they are going in the wrong direction, all we have to do is wait for them to leave the organization quickly.

People who are not fit for their current workplace or ministry, but barely holding out, can hardly change their minds. In fact, some people feel that they work for the wrong place. Perhaps they believe they are destined to do something else, or that their skills are being misused. Or you're missing something. We also feel these people intuitively.

People who are fine with themselves but think others are in trouble, it's hard to change their minds. Suppose a boss is concerned about employee fraud. They thought the interesting business was thriving and people liked to work there. At the same time, they thought those who hated it would leave. Raising the salary is the only way, but they really hated it. They try to make him quit. Such people are really hard to change. Rather, they will try to change us.

I assume that we need to think about wasting energy where we can't. It is also a problem to give up too easily, but I think it is wise to accept that there are things that can't be helped in human relationships.●