



Part 2: How to Have Hard Conversations // Jeff Brodie // March 16, 2025

You know you should say something. The issue is growing, and silence isn't fixing it. But the last time you confronted someone, it went south—fast! So what do you do? Stay quiet? Blow up? Avoid them forever? Jesus gives us some clear direction on hard conversations. If you're tired of conflict ruining relationships, this message is for you.

Scripture: [Matthew 18:15 NLT](#); [Matthew 5:23-26 NLT](#); [Ephesians 4:14-15 NLT](#)

Bottom Line: The goal of hard conversations isn't winning—it's growing.

Digging In:

Reminder: The goal is always a good discussion, not completing every question. Use these as a tool to help.

1. Jeff's message described two common ways people tend to handle conflict: building walls of argument (trying to win) or building walls of silence (avoiding conflict). Which approach do you struggle with more?
2. Can you recall a time when a hard conversation either helped or hurt a relationship? What made the difference?
3. Jesus commands us in Matthew 18:15 to go privately to someone who has wronged us and strive to work things out. In Matthew 5:23-24, he says that if we know someone has something against us, we should stop what we're doing and seek resolution. Why do you suppose Jesus prioritizes quick reconciliation so highly?
4. Both of these passages instruct us to go directly to the person with whom we have the conflict. How or why do you think unaddressed conflict tends to fester over time? What fears or emotions keep you from addressing conflict in a healthy way?
5. Paul calls us in Ephesians 4:15 to "speak the truth in love." How do we balance honesty and kindness in difficult conversations? Have you ever witnessed a conflict where someone spoke the truth but without love or love without truth? What was the result?
6. C.S. Lewis said, "There are no ordinary people. You have never talked to a mere mortal." How does remembering that every person is made in God's image impact the way we handle conflict with others?
7. Pick one of the hard conversation scenarios on the next page and brainstorm as a group how you would approach it as a peacemaker who is seeking to speak the truth in love.
8. How would your relationships, workplace, school, or family life change if you intentionally prioritized peacemaking the way Jesus teaches?

Looking Forward:

This week, think about a difficult conversation you've been avoiding. What step can you take to approach it in a way that is both truthful and loving, seeking reconciliation instead of retreat or retaliation?

Hard Conversation Scenarios

Scenario 1: Workplace Conflict (Performance & Accountability)*The Situation:*

You're part of a team at work, and one of your coworkers consistently fails to complete their portion of the projects on time. Their missed deadlines put extra pressure on you and the rest of the team, but no one has confronted them directly. Instead, there's growing frustration and gossip about how they're "lazy" and "not pulling their weight."

The Challenge:

Should you address this issue with your coworker? If so, how do you do it in a way that is truthful but also loving? How do you avoid gossiping while still advocating for fairness?

Scenario 2: Marriage / Parenting Conflict (Parenting Styles & Discipline Disagreements)*The Situation:*

You and your spouse have different parenting styles. You lean toward setting clear rules and boundaries, while your spouse is more relaxed, allowing the kids to figure things out on their own. Lately, your children have been taking advantage of the inconsistency, recognizing that they can get different answers from each parent. You feel frustrated and undermined but don't want to create tension in your marriage.

The Challenge:

How do you bring up your concerns in a way that is truthful about the issue but also loving and respectful toward your spouse? How can you ensure that the conversation leads to unity rather than division?

Scenario 3: Adult / Family Conflict (Sibling Tension & Past Wounds)*The Situation:*

You and your sibling had a falling out years ago over a family disagreement. Hurtful words were exchanged, and since then you've had little contact, only seeing each other at major holidays or family events where things feel awkward. Recently, a family member suggested that one of you should reach out to repair the relationship.

The Challenge:

How do you initiate a conversation after years of distance? What does it mean to speak the truth about past hurt while still pursuing reconciliation with love? What are some practical steps to break the silence?