



BUILDING ONE ANOTHER UP

by Hal Baumchen, PsyD, LP, LADC

NORTHSTAR INSPIRATION

*Emotional
Health Insights
from a Christian
Perspective*



*This publication is provided
by NorthStar Regional.
All content copyright ©
Dr. Hal Baumchen.*



Move Forward in Hope

northstarregional.com

Chanhasen • Chaska
Maple Grove • Shakopee

A WORLD OF SHAME

We live in a world filled with negative speech, characterized by criticism and put-downs. Instead of building others up, many feel it is their right to point out flaws and the mistakes others make.

When you make a mistake, it is easy to feel as though you did something wrong. If someone attacks you, it may fuel a sense of shame, as though you are a careless, bad, or inadequate person. An attack on your character can produce deep and long-term damage to your core. Shame cuts deep and leaves ugly, emotional scars.

THE DEFICIT SYSTEM

In an effort to help someone improve themselves, strengthen a relationship, increase productivity, and deepen intimacy, some people fall into a trap of fault-finding. Their goal may be admirable but the tactics are destructive and the end-result is usually the opposite of what they intended. Pointing out the mistakes others make will shut them down emotionally. It is better to tell others how you appreciate them. Having been valued and encouraged, they will continue making positive choices.

Demolition requires fewer tools and less time than construction. Destroying someone's value and worth

takes significantly less time than to nurture, care for, and build them up! Ephesians 4:29 reminds us, “Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.” Make every effort to be a master builder.

EVERYONE NEEDS A CHEERLEADER

A word aptly spoken is like apples of gold in settings of silver.

Proverbs 25:11

Everyone needs someone to compliment, bless, and encourage them. Doing this for your spouse and children is especially meaningful for them. I believe every man gets married believing his wife will be his own personal cheerleader. And every woman wants her husband to love and support her.

AFFIRMING CHARACTER

Discover the treasure hidden within each of your family members. It is easy to focus on appearance in women and girls or performance in men and boys. Instead, look for admirable character traits and attributes. Point out desirable



qualities when you see them. A good rule of thumb is to tell someone what they are doing right and they will do more of it. Then, when possible, ignore mistakes and problems. Fault-finding discourages people from trying again or working harder.

CHARACTER TRAITS TO AFFIRM

- Loving
- Kind
- Generous
- Gracious
- Tender
- Insightful
- Bold
- Joyful
- Patient
- Peaceful
- Responsible
- Gentle
- Assertive
- Righteous
- Compassionate
- Teachable
- Agreeable
- Self-reliant
- Encouraging
- Cooperative
- Diligent
- Brave
- Self-control

BUILDING STRATEGIES

1. Before you start, pray for the ones you will affirm and encourage.
2. Put the needs of others before your own.
3. Focus on the eternal, not the temporary.
4. Bless and affirm others. Restrain yourself from criticism and attacks of all types.
5. Put God's word in your heart and mind. Practice His "suggestion" daily.
6. Bless, affirm, and encourage others, even when you have not been treated right or fairly.

7. Forgiveness is essential. Finding you "just can't say anything nice" is often an indicator of bitterness, hurt, and harbored offenses. From deep in your heart, privately forgive the other person.

ENCOURAGING OTHERS

Learn how to tailor your praise, affirmation, and encouragement to meet the changing needs of family members as they grow and mature.

A man finds joy in giving an apt reply - and how good is a timely word!

Proverbs 15:23



OVERCOMING SETBACKS

Changing the way you speak to others is not easy. Our communication patterns are often established at a very young age and are modeled by our parents, teachers and peers. Good patterns and habits take hard work and consistent practice. Unfortunately, bad patterns are easily caught from others. If you find yourself being continually critical of others, you may need to change your heart attitude, not just your speech patterns. “Out of the overflow of the heart, the mouth speaks.” (Matthew 12:34)

These strategies can make almost any relationship better. I’ve seen hearts and relationships changed and sometimes

that happens in a relatively short period of time.

I often hear from someone that they have tried many of these principles, but their spouse still has not changed. And I see others quite defeated, confused, and feeling helpless. Speaking the truth in love is the right thing to do, even when the results you were hoping for do not happen.

God’s word is the basis for these principles. He has promised and assured us His work would not return to Him empty or without yield. Be encouraged. Build and protect your relationships and practice God’s word in your life.



ABOUT THE AUTHOR

Hal Baumchen, PsyD, LP, LADC is the President and Clinical Director of NorthStar Regional. He is a Licensed Clinical Psychologist (LP) and a Licensed Alcohol and Drug Counselor (LADC) with over 30 years of counseling experience.

He received his Master’s Degree from Wheaton Graduate School, his Doctorate of Psychology (PsyD) from the Illinois School of Professional Psychology, and his Certificate in Co-Occurring Disorders from Adler Graduate School. He serves frequently as a seminar leader, and has taught workshops in the USA, Canada, Malaysia, Sri Lanka, South Africa, and India.

He is the author of *Journeys* and *Destinations*, two books on co-occurring disorders treatment, and the co-author of *Finding Hope Again: Overcoming Depression* with Dr. Neil T. Anderson.

The information in this publication is not intended as a substitute for professional help or to be used as a diagnostic tool. If you have serious difficulties with anxiety, depression, or other mental health issues, please seek professional help.