

Coaching and Developing Others

Capacity: Leadership



Leadership in God’s kingdom is fundamentally relational. True leaders are not only responsible for guiding tasks but for nurturing people—coaching, mentoring, and developing them into the fullness of their God-given potential. Coaching and developing others is a biblical mandate, reflecting the heart of Christ who invested deeply in His disciples, taught, corrected, encouraged, and empowered them to continue His mission.

Proverbs 27:17 reminds us, *“As iron sharpens iron, so one person sharpens another.”* Leadership is most effective when leaders invest in the growth of others, equipping them for both professional and spiritual maturity. This involves intentional coaching, guidance, and encouragement, grounded in biblical principles, and focused on building character, competence, and confidence.

Biblical examples abound. Jesus spent three years coaching His disciples, patiently correcting, encouraging, and preparing them to carry the gospel worldwide. Paul mentored Timothy and Titus, providing instruction, guidance, and accountability (2 Timothy 2:2). Moses mentored leaders in Israel upon Jethro’s advice (Exodus 18:13–26). These examples show that coaching is both a spiritual responsibility and a practical leadership necessity.

BIBLICAL PRECEPTS FOR COACHING AND DEVELOPING OTHERS

1. Invest in Others with a Servant’s Heart

Coaching requires humility and selflessness. Jesus exemplified servant leadership: *“Whoever wants to become great among you must be your servant”* (Matthew 20:26). Leaders develop others by prioritizing their growth over personal accolades.

2. Teach and Guide According to God’s Word

Biblical coaching is rooted in Scripture. Paul instructed Timothy: *“Teach these things to trustworthy people who will also be able to teach others”* (2 Timothy 2:2). Leaders are called to equip others with wisdom, knowledge, and godly principles.

3. Model Christlike Character

Leaders coach most effectively by example. Paul wrote to the Corinthians, *“Follow my example, as I follow the example of Christ”* (1 Corinthians 11:1). Character, integrity, and faithfulness inspire those being developed to emulate Christ in their own lives.

4. Encourage and Correct with Love

Biblical coaching balances encouragement and correction. Hebrews 12:11 reminds us that discipline, though sometimes uncomfortable, produces growth. Jesus corrected Peter gently while building his confidence and calling him to greater responsibility (John 21:15–19).

5. Empower Others for Growth

Coaching is not about creating dependency but enabling maturity and autonomy. Leaders equip others to think, act, and make decisions aligned with God's will, fostering spiritual and professional growth.

BASIC PRINCIPLES OF COACHING AND DEVELOPING OTHERS

1. Assess Strengths and Needs

Effective coaching begins with understanding the individual's gifts, skills, spiritual maturity, and areas for growth. Leaders identify what people can do well and where they need guidance, tailoring coaching accordingly.

2. Set Clear Goals and Expectations

Coaching requires clarity. Establish measurable, achievable goals while aligning them with God's purposes. Clear expectations prevent confusion and help track progress.

3. Active Listening and Empathy

Coaching involves listening deeply to understand concerns, motivations, and perspectives. Proverbs 18:13 warns, *"To answer before listening—that is folly and shame."* Empathy strengthens relationships and builds trust.

4. Provide Feedback and Guidance

Offer timely, constructive feedback. Praise accomplishments and gently correct mistakes. Encouragement builds confidence, while correction fosters growth and accountability.

5. Encourage Reflection

Help others reflect on their experiences, successes, and failures. Reflection promotes learning, self-awareness, and spiritual discernment.

6. Be Consistent and Available

Consistency builds trust. Regular coaching meetings, mentoring sessions, and check-ins demonstrate commitment and availability, reinforcing the leader's investment in growth.

7. Pray for Wisdom and Discernment

Prayer is essential. James 1:5 reminds us that God gives wisdom to those who ask. Leaders should pray for guidance in coaching, for the hearts of those they develop, and for insight into the best ways to nurture growth.

BEST PRACTICES FOR COACHING AND DEVELOPING OTHERS

1. Identify Potential Leaders

Look beyond current performance to identify individuals with potential for growth. Jesus invested deeply in the disciples, knowing they would later expand the gospel to the nations.

2. Provide Opportunities for Responsibility

Encourage mentees to apply skills through practical opportunities. Moses empowered leaders to handle disputes, giving them responsibility under supervision (Exodus 18:22–23).

3. Offer Mentorship and Support

Guide mentees with patience and intentionality. Paul's mentorship of Timothy combined teaching, modeling, and accountability.

4. Cultivate a Safe Environment

Create a safe space for questions, mistakes, and exploration. Leaders foster trust by showing grace and patience while maintaining accountability.

5. Focus on Character Development

Skills are important, but character is paramount. Coaching should promote humility, integrity, patience, and faithfulness, reflecting Christlike leadership.

6. Use Scripture as a Foundation

Integrate biblical principles into coaching discussions. Scripture provides timeless guidance for decision-making, ethical leadership, and personal growth.

7. Celebrate Growth and Achievement

Recognize progress, celebrate milestones, and publicly acknowledge development. Affirmation encourages continued growth and reinforces God-centered leadership principles.

BENEFITS OF COACHING AND DEVELOPING OTHERS

1. Multiplied Leadership

Coaching equips others to lead, creating a multiplying effect. Paul's discipleship of Timothy and Titus ensured continuity in spreading the gospel.

2. Increased Engagement and Loyalty

Individuals feel valued when leaders invest in their growth. This strengthens morale, commitment, and collaboration.

3. Enhanced Team Effectiveness

Developed individuals contribute more effectively, combining skill, confidence, and alignment with organizational and spiritual goals.

4. Spiritual Growth

Coaching rooted in Scripture fosters spiritual maturity, helping individuals integrate faith with work, ministry, and relationships.

5. Organizational Resilience

Teams with developed leaders can operate effectively even when senior leaders are absent, creating stability and continuity.

6. Strengthened Relationships

Intentional coaching deepens relational trust, respect, and communication between leaders and team members.

7. Reflects Christlike Leadership

Coaching mirrors Jesus' approach—patient, empowering, and focused on growth—promoting a culture of servant leadership and kingdom impact.

ASK YOUR MENTOR

1. How do you identify individuals to coach and invest in for growth?
2. How do you balance encouragement and correction in coaching?
3. Which biblical examples have influenced your approach to developing others?
4. How do you help mentees overcome challenges or mistakes?
5. What strategies ensure growth without fostering dependency?
6. How do you integrate Scripture into coaching conversations effectively?
7. How do you measure success in coaching and development?

Creative Connection

Imagine a spotter at the gym—watching closely, offering guidance, adjusting form, and stepping in only when needed so the lifter grows stronger over time. How does this image reflect coaching and developing others? What story, image, or example came to mind for you?

PERSONAL INVENTORY

Self-Evaluation

Rate yourself 1–5 (1 = rarely true, 5 = consistently true):

I invest intentionally in developing others, or focus primarily on tasks.	
I effectively assess individual strengths, weaknesses, and potential.	
I provide consistent, constructive feedback.	
I am patient, empathetic, and approachable in my coaching.	
I create opportunities for mentees to apply skills and grow.	
I integrate biblical principles into coaching.	
I strive to model Christlike character in my interactions.	

Alignment

How do these principles of coaching, growth, and long-term development align with what you were taught about leadership, success, and responsibility growing up?

Context

In your current environment (workplace, church, family, or community), what expectations exist around performance versus development? Where might these coaching principles feel slow, inefficient, or countercultural? What is the cost—in time, patience, or control—of developing others well?

Lingering Questions

What aspects of coaching—asking good questions, setting goals, giving feedback, or trusting the process—still feel unclear or difficult to practice consistently? What questions remain as you think about applying these ideas?

Take-Away

What is one insight from this article that will change how you invest in the growth and development of someone you lead or mentor this week?

DO

Reflect & Journal

Take 10–15 minutes to reflect:

“Who have I invested in for growth, and who might benefit from my coaching? In what ways have I balanced encouragement and correction? How can I more intentionally develop others while reflecting Christlike character in my leadership?”

Journal practical steps for the coming week to engage in intentional coaching.

Action Steps

1. Identify one individual to mentor or coach this week.
 2. Pray for discernment, patience, and guidance.
 3. Schedule intentional time to meet and discuss strengths, growth areas, and goals.
 4. Provide practical guidance, encouragement, and Scripture-based insights.
 5. Reflect afterward: *“Did this interaction strengthen the person’s skills, confidence, and spiritual maturity?”*
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SOURCES & RESOURCES

- Holy Bible (NIV, ESV)
- Blanchard, Ken & Hodges, Phil. *Lead Like Jesus*
- Maxwell, John C. *The 5 Levels of Leadership*
- Hunter, James C. *The Servant*
- Covey, Stephen R. *The 7 Habits of Highly Effective People*