



The Forecast

Jeff Henderson

Well, today at all of our churches and online we begin a brand new series called *Climate Change*, and what I want to do from the very beginning is I want to talk about why in the world are we doing a series on climate change. I want to talk about what's at stake for you, and I want to talk about what's at stake, maybe more importantly, for the people in your life. To do that, I want to begin this series by sharing a story with you about a friend and a mentor of mine. This guy is an incredible businessman, he's a wonderful father, he's a wonderful husband, and I want to be like him when I grow up. We get together occasionally throughout the year for lunch. It's great for me for a couple of reasons, one of which is he gives me some great advice and some great wisdom, and number two—he always pays for lunch. So it's like a win/win for me.

So, a couple of years ago we got together for one of our regular lunches. This time, though, the day before I was able to spend some time with the people that he works with and whom he leads. And I just began to ask them: *Hey, what's it like to work with this guy?* They just went on and on and on about how much respect they have for him and how this man has impacted them, not only professionally but also personally. It was incredible, but also it was a little intimidating because I was thinking, *Gosh, I will never measure up to something like that.*

So the next day we got together for lunch. I usually have a laundry list of questions, and this day I just had one, and that was this: Are you just smarter than the rest of us? Have you read a book that no one else has read? Did you go to a conference that no one else went to? Because as I hear the people that you work for and that work for you and that work with you, as they talk about you, they just say these glowing things. Is it a secret that you have that the rest of us don't? He started laughing and he said, *Jeff, have I ever told you about my 360?* I said, *360? I don't think I've ever heard of that.* (Now, some of you in the business world, you've done this. A 360 is basically a survey that goes out to the people that you work with. It basically asks the question: What's it like to work with this person?) *So several years ago, Jeff, it was suggested: why don't you do a 360? And so I said, Sure, okay.*

So, my friend said this email went out with all these lists of questions, basically asking what it's like to work with him. One day he comes into his office and he says, *I sit down and I notice that there's a report here and it's my 360. So I open it up and I start looking through it.* And he said, *Jeff, I was devastated. I had no idea. I was surprised, I was hurt, I was angry, I was defensive, and I mean there was some encouraging information, but I could just not believe it.*

As he was going through this report, he looked up and there was a friend of his from Human Resources, and he said, *Can I come in?* And my friend said, *Sure.* So his friend from Human Resources sat down and he said, "Hey, here's what I want to let you know about that report. The information in that report is neutral." To which my friend responded, "It doesn't feel neutral. It doesn't feel neutral at all." And here's what the friend from HR said: "What I mean by that is this—that how you activate that information, how you act upon that information will