



## GAP ENROLLMENT

One of the greatest opportunities and provision for gaining insight into your ways of thinking, as well as into your character, comes from the process of enrollment. Enrolling seems pretty easy, right? Just make a bunch of phone calls, and have conversations about a training that you and so many others have gained value from! Well, when you are three weeks away from team set-up for training and you're wondering why the registrations aren't flowing in, you might see there's something more to it 😊

### WHAT IS ENROLLMENT?

You are enrolling ALL the time. You enroll people into going to a movie, into the excitement of a new project, or even into your own pity party or limiting beliefs sometimes. You are a master enroller, whether you know it or not. The question is, at any given moment, are you enrolling others into a possibility or a limitation?

Whether this is your first time on a GAP Team, or if you have been serving on teams for years, we might hear the word "enrollment" and make up all kinds of variations and interpretations of what it is we are talking about.

To help us understand more of what GAP and its leaders mean when talking about enrollment in its most resourceful sense, let's compare what it is and what it is not.

Enrollment IS...	Enrollment IS NOT...
An open invitation	Convincing
Based on what matters to the person	Coercing
Speaking possibility into the area(s) in which they want something new	A sales pitch
Offering a powerful tool or effective resource that they might not have known was available	A self-serving agenda
Based on the person's vision for their relationships, and/or career, and personal growth	Speaking as if the training is the ONLY way to have something new. It's one tool out of many for them to choose from
About THEM and what they say they want	Imposing your ideas on someone
ENROLLMENT IS CARE!	Enrollment is NOT about YOU! So don't take yourself so seriously. 😊

## COMMON UNRESOURCEFUL WAYS OF ENROLLMENT & THE ALTERNATIVES

1. Enrolling **by email, Facebook or text only**, will neither support others in the enrollment process, nor produce much relationship, which is the context for all enrollment.

**Resourceful:** Have your enrollment conversations by phone or in-person. This will create relationship and give you an understanding of how to be with that person and speak to what it is they value. Email, Facebook, and texts are supplemental to the enrollment process, not the primary mode of communication.

2. Contacting **only a handful of people**. Reality check: on average, maybe one person will register out of the seven to ten enrollment conversations you are in.

**Resourceful:** If you are committed to enrolling, let's say five people, into the training, then that could possibly mean talking to over 35 people. AND, out of those 35, they will not necessarily be one time conversations. This is not always the case, but it's based on many team members' experiences.

3. I have to enroll **all by myself**.

**Resourceful:** Sometimes your greatest way to enroll is to take the time to ask GAP graduates to enroll WITH you! Ask yourself, who are the people I know who believe in the value of this training and might be willing to enroll one or more people? List out their names then have conversations and make the request.

4. I feel like I am **selling** them something.

**Resourceful:** This is a common conversation that arises on many teams. If you "feel like you are selling something," then that is your opportunity to ask yourself each time you're with someone, "What is the purpose of my communication right now?" Am I doing this for some self-serving agenda or solely trying to get them to register? Check yourself, who is this about - you, or them? If it's about them, then you are more likely to be coming from a place of care. If you're slipping into the sales pitch, then you are likely to start experiencing resistance from others.

5. Thinking **the other person "NEEDS" the training**.

**Resourceful:** No one, no one NEEDS this training ☺ By saying someone "needs" the training is like saying that they need to change. And if you think they need to change, that judgment will be communicated in some way or another, which may in turn, create resistance. It also implies that the training is the only way to have something new. The training is one tool of many to choose from; a powerful tool in your experience, yes, but not the only one available to them.

6. **Covertly trying** to bring up the training in a conversation.

**Resourceful:** Just be open, forthright, and clear when engaging conversations about the upcoming training. Waiting until “the perfect moment,” or lobbing it out there at the end of a long conversation is not going to necessarily support you or them. It’s ok to be calling someone for the purpose of seeing their interest in the training! That is, as long as you’re coming from care and being for them in the process.

7. Asking them if they are interested in attending the training **without knowing what areas they would even like to see something new in.**

**Resourceful:** Sometimes what team members do is they throw out the info about the training, rush to ask if the person wants to attend, and don’t have conversation about the value and how the training could support them in what they are wanting for their life. Then those same team members wonder why they’ve talked to so many people, but no one is seeking out more information. Be in the process of curiosity with them, and know that it often takes more than just giving “the skinny” on training details.

### AT A STUCK-POINT IN THE ENROLLMENT PROCESS?

Here are some tips to support you...

- **Make a list of grads** who have been through the training, and ask them to enroll with you. Ask them if you can check in every so often to see how it’s going and to support them in their conversations.
- Take five minutes to **stop and remember the final day of your own training.** What did you feel? Now envision the final day of this upcoming training. Whose faces would you love to see celebrating in the room? Make a list of all of their names and go again with your conversations.
- **Talk with your Team Buddy, Captain, and/or Sponsor.** Share with them the kind of internal conversations that are going on in your head about enrollment, and during enrollment. Share some examples of enrollment conversations you’ve been in, and ask for feedback about what they are hearing and seeing that could be supportive for you in re-engaging the process.
- **What you resist, persists.** Ask yourself, what am I resisting in these enrollment conversations? WHO am I resisting? Sit with those questions and the internal responses. Get honest with yourself about what’s coming up, and don’t make it bad, wrong, or broken. Just ask yourself what will come from it, and, if necessary, what needs to shift in order to have something new with others.
- **Be in prayer** for those you are talking to. It’s amazing what opens up sometimes when we intentionally invite God into the process 😊 This does not mean God will answer by that person going to training, necessarily! It is a means of inviting Him to work together with you for their good, whether they register or not. Live in curiosity and expectation each day for who He is going to bring along your path to talk to about this opportunity.
- Share the names of the people you are in conversations with to the Prayer Captain to pass on to **the Prayer Team.** Keep them updated as things happen.

- **Who are you not seeing** as possibilities who might be right in front of you? Who do you make up in your head are the people you CAN talk to about the training, and the people you CAN'T. Interrupt any stuck patterns of thinking it can only look a certain way, get curious, and be open to other possibilities you may not be aware of.
- Thoroughly look through the **GAP web-site** and watch the videos to support you in learning language that has been effectively used to communicate what the trainings are about.

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## BENEFITS AND CONCEPTS OF THE GAP TRAINING -Enrollment Support-

As you are inviting others to understand the value of this training that might connect with their vision, here are some specific areas to share with them...

1. Giving and receiving honest feedback in a way that creates possibility.
2. Exploring how we think people perceive us and how people REALLY DO perceive us.
3. Seeing what it takes to listen to people and receiving feedback and have it contribute to our lives.
4. Experiencing the healing of confessing to one another and praying for one another.
5. Experiencing and examining how one makes promises and how one keeps one's word and the prices and rewards for breaking and keeping promises in relationships.
6. Working with communicating honestly in a way that can make a difference with people who desire that from you.
7. Experiencing and exploring how repentance is directly related to promise and how we are connected by our promises. We experience the connection keeping promises has with self-esteem.
8. Experiencing and examining the difference between forgiving someone and excusing them and between apologizing and asking for forgiveness.
9. Experiencing and examining the difference between being in control and giving control to God.
10. There are exercises on personal discipline and how one relates to the world around us and the results they are producing.
11. We dissect who neighbor is and how one relates to one's neighbor.
12. Examining the power of judgments and how they affect what one hears or doesn't hear and examining the difference between what is being heard and what is being said.
13. There is an exercise on how one decides who one will give love to and who one will not give love to and the criteria one uses to decide this in life. We inquire into the depth of caring and how often one's concern for one self blocks really know other people except for what they can do for us.
14. Exploring the difference between preferential love and unilateral love; between selfish love and other-centered love.
15. There are a couple of exercises on forgiveness and the impact of not forgiving in relationships. In these exercises we explore the disciplines of repentance and the power of forgiving. We examine bitterness and unfulfilled revenge and how that

works and doesn't work in life. We examine and experience in detail the prices and rewards of forgiving and not forgiving.

16. Exploring the prices others pay to be in relationship with you and the prices you are willing to pay to be in relationship with others.
17. Exploring the conditions that are put on others and the conditions we put on ourselves. The impact of guilt, shame, blame, greed and resentment.
18. Exploring the power of commitment, promise, unilateral love and authentic communication has in shaping one's life.
19. Exploring the power of standing responsible in situations where one has been victimized—the difference between being victimized and being a victim. How one has no control in how they stand in relationship to that victimization. We examine and experience the practices and disciplines of repentance, forgiveness and reconciliation in relationship to being victimized.
20. Experiencing the Word of God to such depths where it sheds light on the thoughts and intents of the heart (Hebrews 4:12)