

## WEEK 2: THE WEIGHT OF IMPACT

### Detailed Facilitator Guide with Notes and Questions

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#### OVERVIEW FOR FACILITATORS

**Week 2 Goal:** Shift focus from self-awareness to other-awareness—from "I have these patterns" to "My patterns have harmed real people."

**Critical Shift:** This is the most dangerous week emotionally. Participants move from examining their behavior to confronting the pain they've caused others. This can trigger:

- Severe shame spirals
- Suicidal ideation
- Defensive rage
- Premature amends-making (to relieve their own guilt)
- Total shutdown/dissociation

**Your Role:** Hold the tension between accountability and compassion. They must face the harm, but not be destroyed by it. You're teaching them to hold pain without collapsing OR defending.

**Essential Mantra for This Week:** "You caused harm. You are not beyond redemption. Both are true."

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#### CRITICAL SAFETY PROTOCOLS

##### Before Beginning Week 2

##### Facilitator Checklist:

- [ ] Ensure all participants have crisis support numbers

- [ ] Know each participant's mental health history (depression, suicidal ideation, etc.)
- [ ] Have referral list for emergency mental health services
- [ ] Establish check-in protocol for high-risk participants
- [ ] Review your own self-care plan (this week is heavy for facilitators too)

## **Red Flags Requiring Immediate Intervention**

### **Watch for participants who:**

- Express hopelessness ("I've ruined everything, there's no point")
- Show sudden calm after agitation (can indicate decision to harm self)
- Make statements about being "better off dead" or "a burden"
- Give away possessions or make unusual preparations
- Withdraw completely from group
- Show signs of dissociation (thousand-yard stare, non-responsive)

### **Intervention Protocol:**

1. Do NOT leave them alone
2. Ask directly: "Are you thinking about hurting yourself?"
3. If yes: Activate crisis protocol (call crisis line, emergency contact, 988)
4. If no but concerning: "I'm worried about you. Will you agree to call me if those thoughts come up?"
5. Document and follow up

**When to Pause Individual Work:** If someone is actively suicidal, Week 2 work stops. Safety first. They need stabilization before continuing.

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## **OPENING SESSION (Day 1)**

## **Transition from Week 1 (10 minutes)**

### **Facilitator Script:**

"Last week, you looked at your patterns. You named your narcissistic behaviors. You created an inventory of how you function. That took courage.

This week is harder. This week, we turn from the mirror to the faces—the actual people you've hurt. We're no longer asking 'What do I do?' but 'Who have I harmed?'

This will be excruciating. You'll want to defend, explain, or minimize. You'll want to say 'but I didn't mean to' or 'but they hurt me too.' All of that may be true. And none of it changes the fact that you caused pain.

### **Here's what we're NOT doing this week:**

- We're not making amends yet (that comes later, if appropriate)
- We're not balancing the ledger ('but what about what they did?')
- We're not performing repentance to feel better about ourselves
- We're not wallowing in self-hatred

### **Here's what we ARE doing:**

- Honestly facing the cost of our behavior to others
- Building empathy by imagining their experience
- Moving from intention-focused to impact-focused
- Learning to hold the weight of harm without collapsing

**Remember:** Facing harm is not the same as being irredeemable. Jesus wept over Jerusalem's suffering. He didn't say 'you're garbage.' He grieved the consequences of sin. That's what we're learning this week—to grieve well."

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### **Check-In Question (Go Around):**

*"How are you feeling about this week's theme? What's your gut reaction to the phrase 'face the harm you've caused'?"*

**Facilitator Note:** Listen for:

- Immediate defensiveness ("But I was hurt too...")
- Grandiose guilt ("I've destroyed everyone...")
- Intellectualization ("This is fascinating psychologically...")
- Healthy trepidation ("This is scary but necessary...")

Validate all responses, but gently redirect defenses: "I hear you. Let's see if you can sit with discomfort without immediately justifying."

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## **SCRIPTURE FOUNDATION EXPLORATION (25 minutes)**

**1 John 1:8 - "If we say that we have no sin, we are deceiving ourselves and the truth is not in us."**

**Facilitator Teaching:**

"John doesn't say 'If we say we have no BIG sins' or 'no INTENTIONAL sins.' He says if we claim to have NO sin, we're self-deceived.

The narcissist's core deception is: 'I'm not the problem. Others are too sensitive. They misunderstood me. I didn't mean it, so it doesn't count.'

John says: That's deception. Everyone sins. Everyone harms. Everyone needs confession and repentance.

Notice he doesn't say 'you're worthless because you sin.' He says 'you're deceived if you claim you don't.' There's a difference. One is an identity statement; the other is a reality statement.

The path forward isn't self-flagellation. It's honesty: 'Yes, I have sinned. Yes, I have harmed. Now what?"'

**Discussion Question:** "Where have you said—out loud or internally—"I have no sin' in your relationships? What phrases do you use to deny harm?"

Examples participants might recognize:

- "I didn't mean it that way"
- "You're too sensitive"
- "I was just joking"
- "That's not what happened"
- "You're overreacting"

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**Romans 14:12 - "So then each one of us will give an account of himself to God."**

**Facilitator Teaching:**

"Paul says 'each one of us'—including you. Including me. No exceptions.

The narcissist often lives as if they're exempt from accountability. Rules apply to others, not to them. Consequences are unfair when applied to them.

But Paul says everyone gives an account. Not for others' sin against us, but for OUR actions.

This week, you're giving an account. Not to shame you, but to prepare you for reality. You WILL face the truth of your impact eventually—either now, with support, or later, without it.

The gift of this week is: you get to face it NOW, while there's still time to change, while relationships might still be salvageable."

**Discussion Questions:**

1. "What's your immediate resistance to the idea of giving an account? What makes that threatening?"

2. *"When you imagine standing before God and accounting for your behavior toward others, what emotion comes up? Fear? Shame? Defensiveness? Relief?"*

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**Matthew 5:24 - "First be reconciled to your brother, and then come and present your offering."**

**Facilitator Teaching:**

"Jesus says reconciliation comes BEFORE worship. You can't just pray your way past relational harm. You have to face it, name it, and—when appropriate—repair it.

Notice the order: reconciliation FIRST. Not 'pray about it and then maybe deal with it.' Not 'well, I've confessed to God, so we're good.' No. Go to the person. Deal with the breach.

Now—and this is crucial—Jesus doesn't say 'go make them forgive you.' He says 'be reconciled.' That's a mutual process when possible. Sometimes the other person won't reconcile. You can't control that. But you can do YOUR part.

This week, we're preparing to do your part. We're not DOING it yet (that's premature), but we're getting honest about what needs reconciling."

**Discussion Questions:**

1. *"Is there anyone you've avoided reconciling with because it's uncomfortable? Who comes to mind?"*
2. *"What's the difference between 'making them forgive me' (which is still about you) and 'offering genuine acknowledgment of harm' (which is about them)?"*

**Facilitator Note:** This is subtle but crucial. Many narcissists seek forgiveness to relieve their own discomfort, not to restore the other person. Watch for this.

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## DAILY PRACTICES INSTRUCTION

### **Morning Meditation: "Who Have I Hurt?" (Days 1-7)**

#### **Detailed Instructions for Participants:**

"Each morning, after your silence practice (continue this from Week 1), spend 10-15 minutes sitting with this question: 'Who have I hurt?'

**Not:** 'Who has hurt me?' **Not:** 'Who misunderstood me?' **Not:** 'Who was too sensitive?' **The question:** 'Who have I hurt?'

#### **How to practice:**

1. Ask the question aloud or silently
2. Let faces come to mind—don't force or filter
3. When someone comes to mind, don't immediately defend ('but they...')—just see their face
4. Notice what you feel: guilt, shame, defensiveness, grief, fear
5. Don't try to solve or fix—just acknowledge
6. Write down names as they come

**What you're building:** The capacity to hold awareness of harm without immediately explaining it away.

#### **Common resistance:**

- 'I can't think of anyone'—You're blocking. Keep sitting.
- 'Everyone hurt me too'—True. Not today's question.
- 'I didn't mean to hurt them'—Intention ≠ impact.

**The practice is simply:** See the faces. Remember the harm. Breathe. Don't collapse. Don't defend."

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### **Letter-Writing Exercise (Days 2-6)**

### **Facilitator Instructions:**

"Each day, write ONE letter to someone you've harmed. You will NOT send these letters yet. This is for YOUR clarity, not their healing (yet).

**Critical:** These letters are about THEM, not you.

#### **DO write:**

- What you did (specifically)
- How it likely affected them (their feelings, their trust, their sense of safety)
- Acknowledgment without excuse ('I did X. That must have made you feel Y.')

#### **DON'T write:**

- Explanations of your intentions ('I didn't mean to...')
- Context that justifies ('I was under so much stress...')
- Their contribution to the problem ('You did X too...')
- Requests for forgiveness yet (premature)
- Elaborate emotional processing about how bad YOU feel

#### **Example of WRONG letter:**

'Dear Mom, I know I hurt you when I forgot your birthday, but I was really overwhelmed with work. You know how demanding my job is. Plus, you've forgotten things too, so I hope you understand. I feel terrible about it. I'm really struggling with guilt. Can you forgive me?'

**This letter is about:** the writer's stress, the writer's guilt, the writer's need for forgiveness. It deflects to mom's faults. It's all about the writer.

#### **Example of RIGHT letter:**

'Dear Mom, I forgot your birthday. I didn't call, didn't send a card, didn't acknowledge it at all. You've told me before how much birthdays matter to

you, how they make you feel seen and valued. When I forgot, it probably felt like you don't matter to me, like I don't care enough to remember. That must have hurt. You deserved better. I see that now.'

**This letter is about:** Mom's experience, Mom's feelings, what Mom lost. No defensiveness. No 'but.' Just acknowledgment."

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### **Day-by-Day Letter Prompts:**

**Day 2:** Write to a family member (parent, sibling, spouse, child) **Day 3:** Write

to a friend you've taken for granted or used **Day 4:** Write to someone in a

professional/ministry context **Day 5:** Write to an ex-partner or former friend

**Day 6:** Write to the person you've hurt most deeply

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### **Evening Practice: Empathy Muscle Exercise (Days 1-7)**

#### **Detailed Instructions:**

"Each evening, spend 15 minutes in 'reverse perspective'—imagining what it's like to be in relationship with YOU.

#### **The Exercise:**

1. Choose one person from your life (rotate through different people each night)
2. Close your eyes and imagine being THEM
3. Walk through a typical interaction with you from THEIR perspective

#### **Questions to explore:**

- What do they feel when they see you calling/texting?
- Do they brace themselves for the conversation becoming about you?
- Do they feel heard by you, or like a supporting actor in your drama?

- What do they sacrifice to be in relationship with you? (Time? Energy? Their own needs?)
- What do they get from the relationship? Is it mutual, or one-directional?
- After spending time with you, do they feel energized or drained?
- Do they feel they can be honest with you, or must they manage your reactions?

**Write in your journal:** 'If I were [person's name], I would feel...' 'Being in relationship with me probably costs them...' 'What they don't get from me is...'

**The Goal:** Develop genuine empathy—the ability to see yourself from the outside, through their eyes, without defensiveness.

**Warning:** This will be painful. You'll see yourself as demanding, exhausting, self-absorbed. Don't run from it. Don't defend. Just see it. That seeing is the beginning of change."

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## **THE DAMAGE REPORT (Days 3-5)**

### **Detailed Instructions for Participants**

#### **Facilitator Introduction (Day 3):**

"The core work this week is your Damage Report. This is different from last week's Narcissism Inventory. Last week was about YOUR patterns. This week is about THEIR pain.

You're going to list:

1. Relationships harmed
2. Specific behaviors that caused harm
3. Emotional costs to the other person

Be thorough. Be specific. Be ruthlessly honest."

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## **Part 1: Relationships Harmed**

### **Instructions:**

"Make a comprehensive list of relationships where you've caused harm through narcissistic behavior. Include:

### **Categories to consider:**

- Family of origin (parents, siblings)
- Spouse/partner (current or former)
- Children
- Friends (current or former)
- Professional relationships (colleagues, employees, bosses)
- Ministry/church relationships (if applicable)
- Service providers you've treated poorly
- Anyone you've used, manipulated, or discarded

### **For each person, note:**

- Their name/relationship to you
- Duration of relationship
- Current status (active, estranged, ended)

**Be comprehensive.** If you're thinking 'well, that wasn't THAT bad'—write it down anyway. Minimization is a defense.

**Expect to list 10-30 people.** If your list is shorter, you're likely avoiding."

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## **Part 2: Specific Harmful Behaviors**

### **Instructions:**

"For each person on your list, write the specific behaviors that caused harm. Use the categories below as prompts:

**Emotional Harm:**

- Gaslighting ('that didn't happen,' 'you're crazy')
- Invalidation ('you're too sensitive,' 'that's not a big deal')
- Emotional manipulation (guilt, charm, victimhood)
- Rage/volatility when criticized
- Withdrawal/silent treatment as punishment
- Requiring constant reassurance/attention

**Relational Harm:**

- Making everything about you
- Interrupting/dominating conversations
- Competing instead of celebrating
- Taking credit for their work/ideas
- Triangulation (setting people against each other)
- Boundary violations

**Betrayals of Trust:**

- Lying to protect your image
- Breaking confidences to make yourself look good
- Using their vulnerabilities against them
- Infidelity (emotional or physical)
- Financial deception

**Neglect:**

- Forgetting important events/needs
- Emotional unavailability
- Using them for what you need, ignoring what they need
- Abandonment when they're no longer useful

**Control:**

- Micromanaging their choices
- Needing to be right/win arguments
- Punishing independence
- Isolating them from others

**Write specific examples:** 'With [person], I [specific behavior]. For instance, [concrete example with date/context if possible].'"

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**Part 3: Emotional Costs to Others**

**Instructions:**

"This is the hardest part. For each person and behavior, write what it COST them emotionally, psychologically, spiritually.

**Questions to ask:**

**Impact on their sense of self:**

- Did your behavior make them doubt their reality?
- Did they start to believe they were 'too much' or 'not enough'?
- Did you erode their confidence or self-worth?
- Did they start to define themselves by your approval?

**Impact on their emotional wellbeing:**

- Did they develop anxiety around you?

- Did they have to walk on eggshells?
- Did they experience depression or hopelessness in the relationship?
- Did they lose joy, spontaneity, or playfulness?

**Impact on their other relationships:**

- Did you isolate them from friends/family?
- Did you create division between them and others?
- Did your behavior toward them affect how they trust others?

**Impact on their spiritual life:**

- If you were a spiritual leader/parent, did your behavior distort their view of God?
- Did they lose faith because of your hypocrisy?
- Did they come to believe love is conditional/performance-based?

**Impact on their future:**

- Did your behavior create trauma they'll carry into other relationships?
- Did you waste years of their life?
- Did you harm their ability to trust, to be vulnerable, to hope?

**Write from their perspective:** 'Because of my behavior, [person] probably: felt \_\_\_, believed \_\_\_, lost \_\_\_.'

**Example:** 'Because I raged when criticized, my spouse probably: felt unsafe speaking honestly, believed their feelings didn't matter, lost the ability to trust that I would hear them without attack. They learned to manage me instead of partnering with me. I turned them into my handler instead of my beloved. They lost years of feeling truly known and loved.'"

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**Facilitator Warning:** This section will break people. Have tissue ready. Have your crisis protocol ready. Some will need to pause and process with you individually before continuing.

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## **MID-WEEK PROCESSING (Day 4 Group Session)**

### **Opening Check-In (20 minutes)**

**Question:** *"On a scale of 1-10, how are you doing emotionally this week? What's been hardest?"*

**Facilitator Note:** Some will be in crisis. Some will be defending. Some will be numb. All are normal responses. Your job is to normalize the pain while preventing collapse.

**If someone is spiraling:** "I can see this is overwhelming. Let's pause together. [Breathe] You're facing something very painful, and that takes courage. You're not destroyed, even though it feels that way. Can you tell me what you're making this mean about you?"

**Redirect from shame to remorse:** "Shame says: 'I am irredeemable.' Remorse says: 'I have caused harm and I grieve it.' One leads to hiding. The other leads to change. Which are you feeling right now?"

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## **Processing the Letter-Writing Exercise (30 minutes)**

### **Discussion Questions:**

- 1. "Which letter was hardest to write? Why?"**
  - *Facilitator note:* Often the hardest letter reveals the deepest harm or the most defended relationship.
- 2. "Did you notice yourself wanting to defend or explain as you wrote?"**

- *Teaching moment:* "Every time you write 'but,' you're protecting yourself instead of seeing them. Cross out the 'buts' and read what's left."

3. **"What did you learn about the other person's experience that you hadn't considered before?"**
4. **"Was there anyone you couldn't write to because it felt too painful or too exposing?"**
  - *Follow-up:* "That's probably where the deepest work is. That's the relationship you most need to face."
5. **"Anyone willing to read one letter aloud?"** (Voluntary)
  - *Facilitator:* Listen for whether it's genuinely other-focused or still self-referential. Gently point out deflections.

**Wrong letter read aloud:** "I hear a lot of 'I feel terrible' and 'I didn't mean to.' Can you rewrite that paragraph to be exclusively about their experience, not yours?"

**Right letter read aloud:** "Thank you. That's hard truth-telling. How does it feel to acknowledge that without defending?"

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## Processing the Empathy Muscle Exercise (20 minutes)

### Discussion Questions:

1. **"When you imagined being the other person in relationship with you, what surprised you?"**
2. **"What does it cost people to be close to you? Be specific."**
  - *Push for honesty:* "I'm hearing generalizations. Give me a specific cost. What do they sacrifice? What do they endure?"
3. **"If you were them, would YOU want to be in relationship with you? Why or why not?"**

- *This is brutal but necessary:* Face it.
- 4. **"What do people GET from relationship with you? Is it mutual, or is it mostly what you get from them?"**
- 5. **"Did you find yourself defending ('I'm not THAT bad') even as you did the exercise?"**
  - *Teaching moment:* "That defense is the narcissism trying to survive. Notice it. Don't obey it."

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### **Processing the Damage Report (40 minutes)**

**Opening Question:** "Show of hands: Who has at least 10 people on their 'relationships harmed' list?"

**If few hands:** "If your list is short, you're probably minimizing. The average person with significant narcissistic patterns has harmed dozens of people over a lifetime. Keep going."

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### **Deep Dive Questions:**

1. **"Who was hardest to add to the list? Why?"**
  - *Often it's people they still need something from, or people whose pain they can't bear to face*
2. **"As you wrote the specific behaviors, which category had the most entries? Emotional harm? Betrayal? Neglect? Control?"**
  - *Patterns emerge here:* "That's your signature harm. That's what you do."
3. **"Read one behavior and its emotional cost to the other person."**  
(Voluntary sharing)
  - *Facilitator:* Witness without comment initially. Let it land.

- *Then:* "Thank you. What's it like to see that in writing?"

4. **"Was there anyone whose emotional cost you couldn't write because you genuinely don't know what they felt?"**

- *This reveals empathy deficit:* "That not-knowing is part of the problem. The narcissist often has no idea what others feel. You're learning to imagine it now."

5. **"If you could go back and read your Damage Report to your younger self—before you did all this harm—what would you want younger-you to know?"**

- *This can access grief and protective instinct toward others*

6. **"What's the cumulative weight of all this harm? Can you feel it, or are you still numb/distant from it?"**

- *Facilitator:* Some will feel it acutely (risk of collapse). Some won't feel it yet (risk of intellectualization). Both need care.

## THEOLOGICAL AND CLINICAL DEEPENING

### Dan Allender Quote Discussion

**"Repentance is not feeling bad about sin; it's turning from self-protection to truth-telling." — Dan Allender**

### Facilitator Teaching (15 minutes):

"Allender makes a crucial distinction. Many of you FEEL BAD this week. That's not repentance. That might just be shame or fear of consequences.

Repentance is a turning—a change of direction. It's moving from:

- Self-protection → Truth-telling
- Defensiveness → Openness
- Blame-shifting → Ownership

- Image management → Reality

Narcissism is, at its core, a self-protection strategy. 'If I can be special enough, admired enough, needed enough, I'll be safe.' But it doesn't work. It just creates more harm and more isolation.

Repentance says: 'I'm going to tell the truth about what I've done, even if it costs me my image. Even if it costs me relationships. Even if it makes me ordinary and flawed and in need of grace.'

That's terrifying. But it's also the only path to freedom.

**The question isn't:** 'Do you feel bad?' **The question is:** 'Are you turning?''

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### **Discussion Questions:**

1. **"Where are you still protecting yourself instead of telling the truth? What are you hiding or minimizing?"**
  - Possible answers: reputation, relationships, sense of specialness, control, admiration
  - *Facilitator:* "Yes. And what might you GAIN?"
2. **"What would it cost you to stop protecting your image and just be honest?"**
  - Concrete answers: "Turning means I stop explaining myself and just apologize." "Turning means I listen to feedback without defending." "Turning means I acknowledge I don't know what love looks like and I need help learning."
3. **"What does 'turning' look like for you specifically this week?"**
  - Concrete answers: "Turning means I stop explaining myself and just apologize." "Turning means I listen to feedback without defending." "Turning means I acknowledge I don't know what love looks like and I need help learning."

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### **Dr. Craig Malkin Quote Discussion**

**"The narcissist's greatest fear is being ordinary; their greatest need is learning that ordinary is where love actually lives." — Dr. Craig Malkin**

**Facilitator Teaching (15 minutes):**

"Malkin identifies the core wound: the terror of being ordinary. Not special. Not chosen. Not exceptional. Just... regular.

For the narcissist, ordinary feels like death. Because if I'm ordinary, who will love me? Who will want me? What's my value?

But Malkin says this fear is precisely backwards. Love doesn't live in the extraordinary. It lives in the ordinary.

Think about it:

- Love is made in daily dishes done together, not in grand gestures
- Love is built in ordinary conversations, not in impressive monologues
- Love is sustained by showing up consistently, not by being amazing occasionally
- Love requires vulnerability, which means admitting you're ordinary—flawed, needy, limited

The narcissist chases the extraordinary and misses love entirely. They perform, impress, achieve—and end up alone.

Recovery means embracing ordinariness. 'I'm just a person. Limited. Flawed. Needy. Not special—and that's okay. That's where love lives.'"

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**Discussion Questions:**

1. **"What's your gut reaction to the word 'ordinary'? What does it mean to you?"**
  - Listen for: disgust, fear, resistance, sadness, relief

2. **"When have you experienced genuine love—being loved not for being impressive, but just for being you?"**
  - *Many narcissists have never experienced this:* Grieve it with them.
3. **"What would you lose if you accepted being ordinary? What might you gain?"**
  - Lose: specialness, admiration, the high of being exceptional
  - Gain: rest, authenticity, genuine connection, the possibility of being known
4. **"How has your pursuit of being 'special' or 'exceptional' actually prevented you from being loved?"**
  - *This is the tragedy:* They've sacrificed connection for admiration.

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## **STUDYING BIBLICAL REPENTANCE**

### **David's Repentance: Psalm 51**

**Read aloud together:** Psalm 51:1-17

### **Facilitator Teaching:**

"This is David's prayer after being confronted about his adultery with Bathsheba and murder of Uriah. Notice what he does and doesn't do:

#### **What David DOES:**

- Acknowledges his sin directly: 'I know my transgressions' (v.3)
- Takes full responsibility: 'Against You, You only, I have sinned' (v.4)
- Asks for cleansing, not just forgiveness: 'Wash me, cleanse me' (v.2,7)
- Acknowledges his need for complete transformation: 'Create in me a clean heart' (v.10)
- Offers no excuses

- Requests restoration to joy, not just relief from guilt (v.12)

### **What David DOESN'T do:**

- Blame Bathsheba
- Minimize ('it was just one mistake')
- Explain context ('I was stressed as king')
- Compare himself to worse people
- Demand immediate forgiveness
- Promise to do better through willpower alone

**The Model:** Honest confession + request for divine transformation + acceptance of consequences.

David doesn't say 'I feel bad.' He says 'I am undone and only You can remake me.'"

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### **Discussion Questions:**

1. **"What strikes you most about David's prayer?"**
2. **"How is this different from how you typically 'apologize'?"**
3. **"David says 'Against You, You only, I have sinned' even though he hurt Bathsheba and killed Uriah. What does that mean?"**
  - *Teaching point:* All sin is ultimately against God's design for love and justice. This doesn't erase harm to others; it acknowledges the vertical dimension.
4. **"Could you pray Psalm 51 this week and mean it? What would that require?"**

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### **Zacchaeus: Luke 19:1-10**

**Read aloud together:** Luke 19:1-10

**Facilitator Teaching:**

"Zacchaeus was a chief tax collector—despised for extorting his own people and collaborating with Rome. When Jesus invites himself to Zacchaeus's house, something shifts.

Notice the progression:

1. **Encounter with Jesus** (vv.5-6): Jesus sees him, calls him by name, invites intimacy
2. **Response** (v.6): Zacchaeus receives Him gladly
3. **Repentance** (v.8): 'Half of my possessions I will give to the poor, and if I have defrauded anyone of anything, I will give back four times as much'
4. **Restoration** (v.9): 'Today salvation has come to this house'

**Key observations:**

- Repentance leads to restitution—actual repair of harm, not just words
- Zacchaeus doesn't just say 'sorry'—he makes specific, costly amends
- Jesus doesn't demand this; love evokes it
- Restoration follows honest facing of harm and active repair

**The Model:** Encounter with grace → honest seeing → concrete repair → restoration."

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**Discussion Questions:**

1. **"Zacchaeus makes specific, costly restitution. What would that look like for you?"**
  - *Not ready for this yet, but plant the seed:* Repair isn't just words.

2. **"Why do you think Jesus doesn't condemn Zacchaeus but just invites himself over?"**

- *Teaching point:* Grace precedes and enables repentance. You're not earning grace by repenting; grace is enabling you to see clearly and change.

3. **"If Jesus showed up at your house today, what would you want to give back or make right?"**

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## **ACCOUNTABILITY PARTNER MEETING**

### **Preparing to Share Your Damage Report**

#### **Facilitator Instructions (Day 6):**

"By the end of this week, you'll meet with your accountability partner and read your entire Damage Report aloud. This is essential.

#### **Why out loud?**

- Speaking it makes it real in a way writing doesn't
- Hearing yourself say it breaks through denial
- Being witnessed in your harm creates accountability
- Their response (care without rescue) teaches you that confession doesn't destroy relationship

#### **How to prepare:**

1. **Choose your meeting time and place:** Somewhere private, unhurried, safe

2. **Set expectations with your partner:**

- 'I need to read something very difficult. I need you to listen without fixing, minimizing, or reassuring me that I'm not that bad.'

- 'After I read, I need you to tell me what you heard—not to make me feel better, but to confirm that I'm being honest.'
- 'If you've experienced any of these behaviors from me, I give you permission to say so.'

3. **Read the entire report:** Don't summarize. Don't skip the hardest parts. Read it all.
4. **Sit in silence** after reading: Let it land. Don't immediately explain or soften.
5. **Listen to their response:** What do they hear? What stands out? If they've been harmed by you, can you hear their experience without defending?

#### **What NOT to do:**

- Fish for reassurance ('I'm not really that bad, am I?')
- Perform repentance theatrically
- Use this as therapy for them (even if you've harmed them)
- Make promises you can't keep yet ('I'll never do this again')
- Rush to 'fix it' with them

**After the meeting:** Journal about what it was like. What did you feel? What did you learn?"

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#### **Group Processing: Post-Accountability (Day 7 Session)**

**Opening Question:** *"What was it like to read your Damage Report to another person?"*

#### **Follow-up questions:**

1. **"What did they say that you needed to hear?"**
2. **"Did you feel the urge to minimize or explain as you read? Did you?"**

3. "If they shared how your behavior affected them, what was that like?  
Could you hear it?"
4. "Did being witnessed change anything about how you see your behavior?"
5. "What's one thing you're taking from this week's work into next week?"

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## **HANDLING SPECIFIC DEFENSES**

### **Defense: "But They Hurt Me Too"**

#### **Facilitator Response:**

"That may be completely true. And it's not this week's work. This week, we're doing YOUR inventory, not theirs. Their harm doesn't erase yours.

Imagine you're in a car accident. You broke someone's leg. At the hospital, you say 'But they gave me a black eye too!' True. And the person with the broken leg still needs care. Your black eye doesn't unbreak their leg.

You'll have time to process your own wounds. But not as a way to avoid facing the wounds you've caused."

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### **Defense: "I've Already Apologized"**

#### **Facilitator Response:**

"Let me ask you: Did you apologize for what YOU did, or did you apologize to make yourself feel better / make them forgive you / end the discomfort?

True apology focuses on their pain, not your guilt relief. It says 'I did X. It hurt you. I was wrong.' Period. No 'but,' no context, no request for immediate forgiveness.

Many narcissists apologize constantly—and harm constantly. The apology itself becomes a manipulation: 'I said I'm sorry, so now you have to forgive me and stop bringing it up.'

This week isn't about apologizing. It's about SEEING. Actually facing what you've done. You can't genuinely apologize for something you haven't fully faced."

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### **Defense: "I'm Too Broken to Change"**

#### **Facilitator Response:**

"That's shame talking, and shame is actually a form of self-focus. 'I'm the worst' is still making it about you.

The truth is more mundane: You're a person who has harmed others through narcissistic patterns. Not uniquely terrible. Not beyond hope. Just someone who learned dysfunctional ways of relating and now needs to unlearn them.

God doesn't call the equipped; He equips the called. You're here because some part of you wants to change. That's the Holy Spirit at work. Trust that more than your shame."

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### **Defense: "This Is Too Much. I Can't Handle It."**

#### **Facilitator Response:**

"It IS a lot. Let's pause. You don't have to do all of it right now.

Can you do one thing? One letter? One person on the Damage Report? One moment of empathy?

We're not asking for perfection. We're asking for willingness. Even tiny willingness.

And if you genuinely can't handle this right now, that's important information. Maybe you need more therapeutic support before continuing. That's not failure. That's wisdom."

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## **MANAGING SHAME SPIRALS (CRITICAL)**

### **Facilitator Intervention Script for Severe Shame**

**When someone says:** *"I've destroyed everyone I've ever loved. I'm a monster. They'd be better off without me."*

#### **Immediate Response:**

"Stop. Look at me. [Make eye contact]

I hear that you're in tremendous pain right now. You're seeing the harm you've caused, and it's overwhelming. That's understandable.

But you're spiraling into shame, and shame is a liar. Shame says: 'You ARE your worst behavior. You are beyond redemption. You should disappear.'

That's not true.

You are a person made in the image of God who has developed harmful patterns. Your behavior has been destructive. You are not destroyed or irredeemable.

Let's breathe together. [Breathe slowly, count: in-2-3-4, hold-2-3-4, out-2-3-4, hold-2-3-4]

Now tell me: Are you thinking about harming yourself?"

**If YES:** Activate crisis protocol immediately. Do not leave them alone. Call crisis line (988), emergency contact, or if imminent danger, emergency services.

**If NO:** "Okay. I'm going to stay right here with you. We're going to get through this moment together.

The feeling you're having—this is grief. You're grieving the harm you've caused. Grief is appropriate. Shame is not.

Can you tell me the difference right now?"

### **Help them articulate:**

- Grief: "I hurt people I love and I'm devastated by that."
- Shame: "I am a monster who destroys everything."

"Grief can lead to change. Shame leads to hiding or self-destruction. We're cultivating grief, not shame.

You have caused harm. You are not the sum of that harm. Both are true. Can you say that back to me?"

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## **Follow-Up Care**

### **After an acute shame episode:**

1. **Don't minimize:** "That was intense. It makes sense that facing this level of harm would be overwhelming."
2. **Normalize:** "Many people in recovery hit this wall. You're not alone."
3. **Assess ongoing risk:** "I need you to be honest: Are you safe? Do we need to pause this work and focus on stabilization?"
4. **Create safety plan:**
  - "Who can you call if shame spirals hit again this week?"
  - "What grounding techniques work for you?" (5 senses, cold water, walk, call someone)
  - "Can we establish a daily check-in until we meet again?"
5. **Refer if needed:** "I think you might benefit from additional support—a therapist who specializes in trauma and shame. That's not failure. That's good self-care."

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## **SPIRITUAL PRACTICE: Confession Without Collapse**

### **Facilitator Introduction:**

"We're going to practice a different kind of confession—one that faces reality without being destroyed by it.

Traditional confession often stops at 'I'm a sinner.' We're going deeper AND broader:

### **The Practice** (10 minutes daily):

1. **Acknowledge specifically:** 'God, today I [specific harm/pattern].'
2. **Face the impact:** 'This affected [person] by [emotional cost].'
3. **Own it without excuse:** 'I did this. It was wrong.'
4. **Feel appropriate grief:** [Sit with the sadness without spiraling]
5. **Remember God's character:** 'You are a God who redeems. You don't abandon the broken.'
6. **Ask for transformation:** 'I can't change this on my own. Remake me.'
7. **Receive grace:** 'I am forgiven. I am called to change. Both are true.'

This isn't self-flagellation. It's honest partnership with God in your transformation."

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## **FACILITATOR SELF-CARE**

**This week is brutal for facilitators too.** You're holding:

- Others' harm to people
- Your own harm patterns (triggered by their stories)
- The weight of potential crisis

- The tension between accountability and compassion

### **Essential self-care:**

1. **Debrief with supervisor/therapist** after sessions
2. **Don't carry their shame:** You're a witness, not a sin-bearer (that's Jesus's job)
3. **Notice your own defenses** being triggered
4. **Take breaks:** You can't pour from an empty cup
5. **Pray for discernment:** You need wisdom beyond yourself
6. **Remember:** Your job is to hold space, not fix people

**If you're burning out or overwhelmed:** Get support. Adjust the pace. This work is too heavy to carry alone.

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### **CLOSING THE WEEK (Day 7)**

#### **Final Reflection Questions**

1. **"Complete this sentence: This week, I faced..."**
2. **"What's the difference between how you saw your behavior at the start of this week vs. now?"**
3. **"What's one face you can't forget from your Damage Report?"**
4. **"What do you need to move into Week 3?"**

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#### **Facilitator Closing Words**

"You've walked through one of the hardest weeks of this journey. You've looked at the faces of people you've harmed. You've written their pain. You've sat with the weight of impact.

That takes extraordinary courage.

Remember:

- Seeing harm is not the same as being irredeemable
- Grief is appropriate; shame is not
- You can't undo the past, but you can change the future
- God is not shocked by your sin; He's walking with you through it

Next week, we'll grieve what we've lost—the false self, the grandiosity, the illusion of specialness. We're going to mourn who we thought we were so we can become who we actually are.

It's going to be hard. But you've proven this week that you can do hard things.

Before we close, I want you to hear this:

**You are not your worst behavior. You are a beloved child of God learning to love well. Change is possible. You are not alone.**

Let's pray:

'God, we've seen the harm we've caused. We're devastated by it—and that's appropriate. But we refuse to let shame destroy us. Transform our grief into change. Give us courage to keep walking this path, even when it's excruciating. Help us believe that You can redeem even this. We can't do this alone. Thank You that we don't have to. Amen.'"

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## **END WEEK 2**

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### **EMERGENCY RESOURCES TO HAVE AVAILABLE**

- **988 Suicide & Crisis Lifeline:** Call or text 988
- **Crisis Text Line:** Text HOME to 741741
- **National Domestic Violence Hotline:** 1-800-799-7233

- Local crisis services, psychiatric emergency services, therapist emergency contacts

**Have these posted/available at every session.**