

Series: **Conquering Toxicity**
Title: Dislodging Toxic People
Text:
ROH 11/15/2020

Conquering Toxicity

Releasing toxic pasts
Eliminating toxic positions
Removing toxic practices
Dislodging toxic people

Rick Warren of Saddleback church in California gave a message years ago on how to handle difficult people. The message he gave on the subject was so well done. Much of my material today comes from that message.

What are the types of Toxic People we have to deal with?

1. **The Criticizer / Disapproving** -- nit pickers, highly critical, unpleasable perfectionist point out mistakes. Not good enough
 - a. **Not just correction.** We should all be able to handle criticism. Our blind spots, our errors.
2. **The Cruel - Destructive** --uncontrolled anger – volcanos. Temper like Vesuvius, walk on egg shells.
 - a. There is no reason for volatile abuse.
 - b. It calls for you to step away. It is foolish to engage with an angry person
 - c. They go into a white rage and have no thought on what comes out of their mouths and have no capacity to listen or hear anything you have to say.
3. **The Controller - Demanding** -- little dictators. and power struggle push, push, push
 - a. The attitude of Lording over someone else.
 - b. They are the boss and their position or office allows for a driving pushing nature
4. **The Condescender - Demeaning** -- smart mouths.
 - a. Rude and insulting. Cussing and caustic –

- b. Bubble busters. Love to tear you down.
 - c. Petty and mean.
 - d. (They are rude because of insecurities)
5. **The Crier - Discontented** -- feelings hurt all the time – the crybabies, a daily pity party. The poor me, martyr complex.
- a. Tears are a powerful tool in a toxic person.
 - b. If not engaged you may be accused of being unsympathetic.
 - c. Grace and care for the broken is needed.
 - d. But this is an intentional... sometimes unintentional means to get their way and certainly set the tone for the workplace the home and the relationship.
6. **The Challenger - Deafening** --loud mouths, megaphones of life.
- a. They overbear in the conversation and talk you into surrender.
 - b. You talk me into the ground.
 - c. Love to argue

How do you deal with and dislodge yourself from Toxic People?

You may be able to distance yourself from some people that are friends or acquaintances.

You may be able to change jobs, change classes in school or changes groups that you are involved in.

But many times, you must learn how to deal with the toxic people who are not eliminated from your life.

Maybe your toxic person is a boss, a parent, a sibling a child or even a spouse. You can however learn to dislodge their energy and power from your life.

Know this..... You may be that toxic person.

Last week I covered a lot of behaviors that are toxic and we all have our dark toxic moments.

Yet if those behaviors are indicators of the person you have become – you are the toxic one.

1. Choose to not take offense

- a. Refuse to be offended
- b. I don't take it personally.
 - i. No matter how they act
 - ii. They are revealing what is in them...not what is you
 - iii. Their behavior reveals them not you
- c. There is a lot in life that you should be offended by
 - i. Injustice
 - ii. Racism
 - iii. Babies aborted
 - iv. Exploitation of sex
 - v. Not the people in your life. Try not to be offended by the people around you.
 - vi. How mature you are is revealed in how you treat the people who mistreat you.
 1. If I strike back – I am no more mature than they are
 - vii. How to not be offended
 1. Develop a thicker skin
 - a. A tender heart and a tough hide
 - i. Not the opposite
 2. Consider the source and try to ignore

Proverbs 12:16 - *A foolish person quickly shows that he is upset. But a wise person ignores an insult. A wise person will ignore an insult.* ICB

- a. If you respond to an insult – you are behaving foolishly
- b. Look behind the behavior
 - i. When you are dealing with these people look past the behavior and see the pain
 - ii. Hurt people hurt people
 - iii. "I wonder what cause them to behave that way?" what is causing this?
 - iv. The more you understand a person's background, the more you will show grace.
 1. You don't know their story or their pain

Proverbs 19:11 – *A person's wisdom yields patience; it is to one's glory to overlook an offense.* NIV

- This is real love – not being offended is an act of pure love

- Every marriage is made up of skunks and turtles
 - When there is an issue the skunk stinks up the whole house. Everyone knows that something is wrong.
 - The turtles tuck their heads into their shells trying to escape the conflict.
 - Skunks always marry turtles – I won't say which is which in your marriage.
 - We must learn to overlook offense and have patience

Proverbs 10:12 - *Hatred stirs up trouble; love overlooks the wrongs that others do.*
CEV

2. Apologies not required

- a. Don't wait for an apology to forgive them
- b. I will forgive when they apologize?
 - i. They may never ask
 - ii. They don't get it... they walk in brokenness
 - iii. Never holds on to a hurt
- c. Resentment is a poison you drink thinking it will kill them
- d. Is it smart to avoid God's directions"
 - i. No. That could be irrational and foolish
 - ii. Forgiving doesn't mean forget.. but resentment has to stop
 - iii. They may not even know

Luke 23:34 - *Jesus said, "Father, forgive them, for they do not know what they are doing."* NIV

- e. What do you do?

Col. 3:13 – *Make allowance for each other's faults, and forgive anyone who offends you. Remember, the Lord forgave you, so you must forgive others.* NLT

- i. To bear with, to endure. Cut them some slack
- ii. Blessed are the merciful

3. Don't Speak ill of the Dead -

- a. Their souls may be dead
- b. Their spirits are definitely dead
- c. Refuse to gossip about them
 - i. It is so difficult to not immediately tell someone else. Make a call, text.

- ii. You won't believe what they just did

Proverbs 17:9 - *Love prospers when a fault is forgiven, but dwelling on it separates close friends.* NLT

- iii. Gossiping separates close friends
- iv. You are bringing another in to make yourself feel better
- v. It is destructive to churches, families, business and friendship
- vi. If you gossip – they win – they control your day

1 Peter 3:9 – *Do not pay others back evil for evil or insult for insult. Instead, keep blessing them, because you were called to inherit a blessing.* ISV

- vii. Do not do wrong to repay a wrong
- viii. Receive God's blessing
- ix. Don't insult someone who insults you back

4. Don't go down their rabbit hole

- a. The world they live in is upside down and unrecognizable to reality
- b. Even in the guise of the Queen of Hearts it is going to be "off with their heads!"
- c. They love to argue and debate and rehearse all the drama
- d. Do not play their game
- e. If I could clearly explain to them what they are doing, then they will say, "thank you?"
 - i. That doesn't happen
 - 1. They don't come to their position through reason
 - 2. They got into that state because of emotion not logic
 - 3. Motivation for them is about feelings ... not reason
 - ii. People will either like you or not like you
 - 1. If they have a motivation to hate you facts won't change them
- f. Jesus did not play games
 - i. The religious Pharisees
 - 1. Always trying to trap him

Matthew 22:18-19 – *But Jesus knew their evil motives. "You hypocrites!" he said. "Why are you trying to trap me?"* NLT

- 2. They plotted a way to trap him... why are you playing games with me?
- ii. Before Pilate
 - 1. What is truth... who are you really

- a. No answer
- b. You're trying to drag me into an argument
- 2. People want to believe what they want to believe
- 3. Prejudice has no reason
- 4. Save your breath – don't waste your time

g. Paul would not play

2 cor. 4:2 – *But we have renounced disgraceful, underhanded ways.* ESV

- i. We reject all shameful and underhanded methods
- ii. They use conflict to get your attention
 - 1. Everyone needs approval
 - 2. If you cannot get approval you will try to get attention
 - 3. If you have no self-approval – they will always try and get your attention
- h. Desiring to fire off a response to that meme or statement – you're getting hooked
 - i. Neil Stephenson -Arguing with anonymous 16 year olds with free time
 - ii. Thomas Payne – 'To argue with a person who has renounced the use of reason is like administering medicine to the dead.'
 - iii. Don't get sucked in

Prov. 26:21 *As charcoal to embers and as wood to fire, so is a quarrelsome person for kindling strife.*

- iv. A quarrelsome person keeps an argument going
- v. People get their attention by getting you upset
- vi. How many people does it take to argue –
 - 1. If you don't argue – the fire goes out
- i. Disharmony among the staff will destroy productivity more than anything
 - i. Fire quarrelsome people quickly
 - 1. They multiple and infect
 - ii. The rest of your team deserves a positive environment
 - iii. You owe your team

Prov. 22:10 – *Throw out the mocker, and fighting goes, too. Quarrels and insults will disappear.* NLT

- throw out the mocker and you will be rid of tension...

Titus 3:10 – *Warn a divisive person once, and then warn them a second time. After that, have nothing to do with them.* NIV

- two warnings to the troublesome person in the church then they are invited to leave

5. Refuse to cave in

- a. Do not allow them to manipulate your life
- b. Love does not give in to manipulation
- c. Many Christians think that the right way to respond to toxic people is to let them have their way
 - i. Submit and give in and allow them to run over me
 - ii. Not one verse in Bible says for you to be a doormat
 - iii. Forgiveness and trust are two different things
 1. Instant and by grace
 2. Takes time and takes work
 - a. Beat – forgive: yes. Can I come back? – Oh, no!
 - b. Not back in leadership until a process
 - c. Not going to let you continue to hurt me
- d. What if...
- e. Asked to violate your conscience at work?
 - i. Asked to work a schedule when you never get to go to church anymore?
 - ii. In the group, you hear a bad word about another Christian.
 - iii. Don't cave in.

Romans 14:16 – *...do not allow what you consider good to be spoken evil of.* BSB

- f. Meek not weak
 - i. Meek is strong – a word in training a wild stallion: the wild is now meek
 1. Just as strong
 2. Meek means brought under control for the master's service
 - ii. Paul got after the church in Corinth for being wimps in dealing with the bullies
 - iii. Blessed are the peacemakers – not cowards and not contentious

2 Cor. 11:20 – *In fact, you even put up with anyone who enslaves you or exploits you or takes advantage of you or exalts himself or strikes you in the face.* BSB

- g. Paul wrote an entire book on this – The book of Galatians
 - i. Entire book written to call the people to be strong in freedom and how to stand up against the toxic people

ii. Where did your freedom go?

Galatians 5:1 – *Freedom is what we have--Christ has set us free! Stand, then, as free people, and do not allow yourselves to become slaves again.* GNT

- stand strong. Do not change and go back

h. Pharisees

- i. Even today there are religious Pharisees that want to box you into toxic teaching that tell you must behave in a way that is not biblical

Matthew 15:12-14 – ¹² *Then the disciples came to him and asked, “Do you know that the Pharisees were offended when they heard this?”* ¹³ *He replied, “Every plant that my heavenly Father has not planted will be pulled up by the roots.”* ¹⁴ *Leave them; they are blind guides. If the blind lead the blind, both will fall into a pit.”*

- disciples – you offended the Pharisees
- Rooted up by my father so ignore them
- Do not allow them to place you in bondage
- Even God can't please everybody

6. Always take the high ground

- a. Always do the right thing
 - i. If they speak bad – you speak good
 - ii. If they are mean you be nice
- b. You cannot control what other thinking say and do about you
 - i. You do have control over how you respond
 - ii. You can respond with love grace and kindness
- c. The high ground is...

Romans 12:14 – *Ask God to bless those who persecute you--yes, ask him to bless, not to curse.* (Good News Translation)

1. Real love prays for blessings on the toxic person
2. Easy to love lovely people like you and me because were cool
3. Real love loves the unlovable and unlovely

Rom. 12:17-18 – *If it is possible on your part, live at peace with everyone.* BSB

- do everything on your part

Rom 12:21 – *Do not be overcome by evil, but overcome evil with good.* ESV

d. This is not the way of the world

i. When you do this you gain the smile of God

Prov. 16:7 – When a man's ways please the LORD, he makes even his enemies to be at peace with him. ESV

In Conclusion:

Don't be offended

Don't wait for an apology

Don't gossip

Don't play their game

Don't Give in

Take the high ground