

BIBLICAL PRINCIPLES *for* LEADERSHIP AT WORK

HONOR OTHERS WITH **LOVE**



workmatters®

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HONOR OTHERS WITH LOVE was written by Workmatters' David Roth, Ben Kirksey and Catherine Gates, published by Workmatters, a 501(c)(3) nonprofit launched in 2003 in Fayetteville, Ark. Our mission is to help you pursue God's purpose for your work. These studies help you push beyond sitting in rows at events where you learn, to sitting in circles in groups where you grow.

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Participant,

Congratulations for taking this step to grow as a leader who loves God and others at work! We believe you'll discover greater meaning and purpose in your work as you learn from the example and teachings of Jesus, and begin applying the biblical leadership principles he demonstrated to your own work.

We're confident you'll gain insights on the power of love at work through this study. When you act on those insights and apply the leadership principles you learn, your work will go from being ordinary to extraordinary.

Workmatters wants to be a resource for you long after you complete this Workmatters Study. Be sure to visit our website at **workmatters.org** to discover additional resources to support your biblical leadership growth.

We pray that this study helps you tap into the power of love at work while also helping you pursue God's purpose for your work!

Your work matters,

A handwritten signature in black ink that reads "David Roth". The signature is written in a cursive, flowing style.

David Roth
President & CEO
email: droth@workmatters.org

**“ Whatever you do,
work at it with all your
heart, as working for
the Lord, not for human
masters, since you know
that you will receive an
inheritance from the Lord
as a reward. It is the Lord
Christ you are serving. ”**

- Colossians 3:23-24

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“ So whether you eat
or drink or whatever
you do, do it all for the
glory of God. ”

- 1 Corinthians 10:31

Introduction

The stories in the Bible can teach us how to work and live today. But it can be challenging to see how we can learn from people who lived thousands of years ago in another culture. They were very different times with very different people doing very different work—or were they?

WHY JESUS?

Christians believe that Jesus is fully God and fully man. His mission as a man on earth provides an incredible window into how man was intended to relate to God and others in life and work. As God, Jesus' fundamental character is love (1 John 4:8). As man, Jesus perfectly lived out the behaviors of agape in every situation. He is, quite literally, love at work.

In this study we focus on the life of Jesus and how he modeled and taught us how to love. The practical biblical leadership principles are valuable. But we want to be clear that we hold to a historical faith. We believe that Jesus is not just the model for love at work. **He is the means for it as well.** Following his example is useful, but it is only when we truly submit our lives to him that we will be able to lead like him in a way that pleases God.

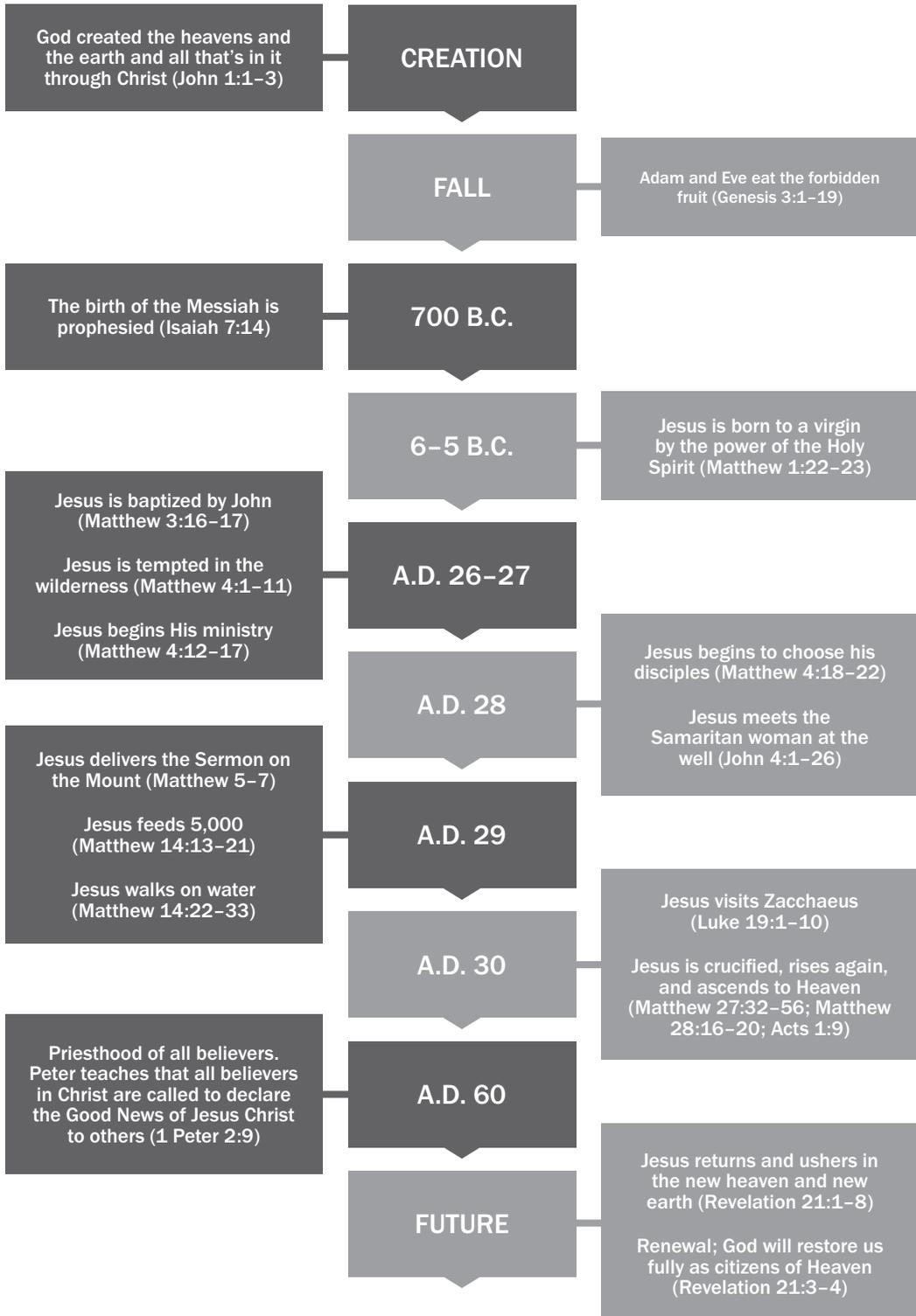
Even if you are not a follower of Christ, this study is organized to be a helpful case study for agape (love) at work. We hope that it inspires and motivates you to get to know Jesus on a personal level. If you are a follower of Christ, we hope that this study facilitates a deeper relationship with him that enables you to truly *be* love at work.

BOOKS OF THE BIBLE

While this study refers to several books in the Bible, the primary focus is on the Gospels:

- **Matthew** written by Matthew (Levi), one of the 12 disciples, approximately A.D. 60-65.
- **Mark** written by John Mark (not one of the 12 disciples). Mark was Peter's interpreter and accompanied Paul between A.D. 55 and 65.
- **John** written by John, an apostle (son of Zebedee), approximately A.D. 85-90.
- **Luke** written by Luke, a doctor and Gentile Christian, approximately A.D. 60.





Getting The Most Out Of This Study

Work consumes the majority of our lives. The marketplace is more competitive than ever, exposing us to constant pressure, high levels of stress and huge demands on our time and energy, putting pressure on us to be available 24/7. It's not uncommon for leaders to be so focused on the bottom line that they take their eyes off of the needs of the people around them and even their own needs. Time for God? It's hard to imagine how to fit that in as well. Most of us are looking for answers ... the question is, are we looking in the right places?

Your work matters to God. The Bible is filled with instruction on how we can be successful leaders who have a positive influence on those around us. It is **the** resource to guide and direct us in our lives and our work! You may or may not have organizational leadership, but you always have influence in life and in work. We want to equip you to lead well and be an excellent example to others.

This 10-session study is a powerful case study exploring the leadership principles Jesus teaches us by example and how those principles apply to our lives as leaders—not just in theoretical or theological ways, but in very practical ways. As you go through this study, you'll not only see how to love God and others through your work, you'll see that love is the most powerful tool you have for true success.

You have four ways to grow:

1. Through **reading the Scriptures** and **providing thoughtful answers** to the questions.
2. Through **participation in the discussion** with your group.
3. Through **application of the principles** studied and discussed during the 10 sessions.
4. Through the **community** of believers you are building.

The activities can usually be done in about an hour a week, but the insights you gain will stay with you for years to come.

HOW TO GET THE MOST OUT OF THE STUDY

- **Pray for God to open your heart** and mind to His will and His message.
- **Mark your calendar** for the scheduled meetings.
- Sessions will **begin and end on time** to respect and honor everyone's time.
- **Participate** as fully as possible. If you're a talker, challenge yourself to listen more. If you're quiet, challenge yourself to share.
- **Maintain confidentiality** to provide a safe space for people to share experiences, and insights.
- **Read** the weekly content along with the suggested Scriptures.
- **Answer the questions** prior to each discussion, if possible.
- As you read, **put yourself in the story**. Relate the experiences to your work experiences to bring the Scriptures to life for you.
- **Pray about specific ways you can apply the principles** from this study to your work so you can **demonstrate love for people at work**.

By the end of this study, you should be equipped to:

- Apply the great commandment to a workplace context.
- Understand how to abide with God at work.
- Identify practical ways to love others at work.
- Demonstrate how loving others is foundational to servant leadership.
- Create an actionable plan for applying leadership principles rooted in agape love.

ADDITIONAL ONLINE RESOURCES

Workmatters has additional resources that can augment your small group discussions. Make sure you visit:

- **workmatters.org/videos** for our latest Leadership Videos.
- **workmatters.org/blog** for the Workmatters blog.
- **workmatters.org/workplace-devotions** for YouVersion devotionals.
- **workmatters.org/workplace-scripture** for Workplace Scripture.
- **workmatters.org/audio** for audio content.

For the Facilitator

We are very excited that you are facilitating a Workmatters Study. Your facilitation will help you grow as a leader and help other people pursue God's purpose for their work. This group can also fulfill the desire many people have for community.

TIPS

Here are some simple tips to support your facilitation:

- Be sure to **get everyone's email address** so you can communicate before and after meetings.
- These studies are designed to be **facilitated discussions**. Avoid teaching. We encourage you to learn from one another.
- Focus on **quality discussion**. Don't be concerned about discussing every question or reading the questions word for word.
- Make time to share **Leadership Principles** at the end of each meeting. A complete list of suggested Leadership Principles for each week is provided at the **end of this guide**.
- Encourage everyone to **apply at least one leadership principle** discussed each week.
- **Build in accountability** by discussing how participants applied the principles and the difference it made.
- Make it a priority to create a **safe environment** for open conversation. Encourage confidentiality and respect for different perspectives.

FACILITATOR RESOURCES

If you'd like a bit more detail on facilitating, or additional resources to support you through the process, we've got you covered. Visit workmatters.org/studies to find the following:

- Workmatters Studies
- Facilitator Guides
- Leadership Principles templates
- Serving Together—Tips for Where to Serve in Your Community

ONE FINAL NOTE

Thank you for your investment in not only your own leadership, but also in others. You may never know just how big an impact you have, simply by being the one to start a Workmatters Study in your organization, community or church.

The marketplace needs more people like you—people who are willing to invest in others, stretch out of their comfort zones a bit, and take the initiative to start the next study.

Keep your eyes open for those who have the potential to facilitate a study. Let them know about the potential you see in them, encourage them and walk alongside them.

- Be a **multiplier**.
- God has placed **future facilitators** in your group.
- Encourage two participants in your study to **start and facilitate a study!**

For the Individual

We are very excited that you've chosen to participate in a Workmatters Study.

FOR STUDY PARTICIPANTS: Keep in mind that meetings are designed to be facilitated discussions that encourage a rich flow of experiences and insights. We also want to encourage you to listen to the ideas and experiences of others, since that is often the source of the richest insights.

FOR INDIVIDUAL STUDIES: This study can also be used as a personal Bible study. We recommend that you answer the questions thoughtfully.

Keep in mind that you can gain even deeper insights and a richer experience simply by discussing the content and the answers to the questions with one or two other people.

ONE FINAL NOTE

Thank you for investing in your leadership. You may never know just how big an impact you will have through the example you set as you apply the biblical principles you learn to your work.

The marketplace needs more people like you—people who are willing to invest in their own leadership. You can multiply your impact by taking the initiative to start the next Workmatters Study in your organization, community or church.

If you will prayerfully consider being a multiplier, you can trust that God will equip you if it is what He is calling you to do.

“The Bible is filled with instruction on how we can be successful leaders who have a positive influence on those around us. It is *the* resource to guide and direct us in our lives and our work!”

-Workmatters



LOVE MATTERS AT WORK

[10 MINUTES FOR 30-MINUTE DISCUSSION]
[30 MINUTES FOR 60-MINUTE DISCUSSION]

“Teacher, which is the greatest commandment in the Law?” Jesus replied: “‘Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’ All the Law and the Prophets hang on these two commandments.”

- Matthew 22:36-40

How does this apply to work? Does this passage include the people with whom we work?

Most people compartmentalize their faith. We talk about secular versus spiritual aspects of our lives, and secular versus spiritual vocations, music, and businesses. Secular means “without God.”

There is no part of life or creation where God is not. There is no part of life in which God has designed you to do it on your own. He wants to be in all aspects of life—work included; in every relationship—co-workers, bosses, clients and vendors.

Does this passage include the people you interact with at work? You bet it does!

What kind of love is this?

Let’s make sure we’re all on the same page right from the start.

The love we’re talking about has nothing to do with romance. It’s the love that Jesus modeled and taught about, and it actually requires us to let go of expecting anything at all in return. 1 John 4:19 says, “We love because He first loved us.” That’s the reason—no other reason is needed.

This form of love is “agape” in Greek—the original language of the New Testament.

Agape is defined as “selfless, sacrificial, unconditional love, the highest of the four types of love in the Bible.”

Source: christianity.about.com

- It is a love based on behaviors and choices, not feelings and emotions (1 Corinthians 13:4-7).
- It is a love that chooses to bring God into our work, depend on Him and credit Him with our achievements (John 15:5).
- It is a love that worships God through our work by working with all our heart no matter what we're doing (Colossians 3:23).
- And it is an unconditional love that actively seeks the benefit of everyone we encounter through our work—even the difficult ones (Matthew 5:44-45).

CHARACTERISTICS OF LOVE

So what are the love behaviors that Jesus modeled and that we need to employ in the workplace?

In **1 Corinthians 13:4-7**, the apostle Paul describes the behaviors of agape:

Love is ... long-suffering; kind; selfless; humble; trustworthy and trusting; patient; forgiving; serving; truthful; enduring; faithful; and hopeful.

Love never fails. We need to realize that Love always has the victory, regardless of what we expect, believe or think based on the values of the world. When it seems as if things are falling apart around us in the world—downsizing, failed projects, the smaller daily personal failures we experience because of rejection or negative feedback—staying focused on love will ensure that we see ultimate victory. Because love, which is the power of God, is the most powerful force in creation.

How can we bring love into our work?

In Session 2, we'll look at how **Love forms the foundation** for other important values and principles at work. We'll look at seven characteristics of Love pulled from 1 Corinthians one at a time in sessions 3 through 9—the way Jesus modeled them and taught about them, and how they apply to our work.

FACILITATOR:

- The important point to drive home is why we would want to include love in the way we approach our work.
- Help people see the applicability of love to our work and how we treat people at work.

In each session we'll discuss how one of the characteristics of love applies to our work in practical ways. We'll talk about love from the perspective of how well we are nurturing our relationship with our Heavenly Father—loving God—and how we treat people in thoughts, words and actions at work—loving others.



YOUR LOVE BALANCE SHEET

In business, you can have the best idea in the world, a fantastic model and all of the right people ... but without a healthy balance sheet you are not in business.

“ If I speak with eloquence ... if I speak God’s word with power ... if I have all faith ... if I give everything away to the poor ... but don’t love, I’ve gotten nowhere. So, no matter what I say, what I believe, and what I do, I’m bankrupt without love. ”

- 1 Corinthians 13:1-7 MSG

Love is even more important. So in this study, you’ll be looking at your **Love Balance Sheet**. In other words, you’ll look at how you’re doing at loving God and loving others at work, and where you have opportunities to grow.

- Review the statements on the following pages. Some of these statements may seem foreign to you at first—that’s OK.
- The first ten relate to how we love God.
- The second group of ten relate to how we can love others at work.
- Indicate your score as you currently see yourself, and your goal, or where you would like to be, in the boxes to the right of each statement.
- There is space to make a note of any resistance you might have.

Use the scale below for scoring. (- are withdrawals, + are deposits)

SCORING

-2: NEVER

-1: RARELY

+1: SOMETIMES

+2: FREQUENTLY

FACILITATOR:

- The Love Balance Sheet is designed to create awareness of areas in which everyone has opportunities to grow in bringing love into their work.
- This is not a test. It is personal to each person.
- Encourage everyone to rate themselves honestly with the intent to identify one or two areas in which you’ll each focus on growing.
- You’ll use that focus to apply what you learn in each session.

SCORING			
-2: NEVER	-1: RARELY	+1: SOMETIMES	+2: FREQUENTLY

LOVING GOD	SCORE	GOAL
1. I follow God’s commands as they are written in the Bible. (Obey)		
2. I stop and thank God for my successes, insights, and blessings. (Be thankful)		
3. I worship and give praise to God frequently. (Praise)		
4. I pray about decisions, to find solutions and to ask God to bless those I work with. (Pray)		
5. I read Scripture and reference the Bible for direction regarding work and life situations. (Spend time in the Word)		
6. I share my resources of time, money and talents with others by giving to those in need, lending a helping hand and mentoring. (Give)		
7. I acknowledge God as my source of help in front of others when I experience success. (Give God glory)		
8. Before I start something new or react to a situation or opportunity, I wait and take time to pray. (Seek God first)		
9. I acknowledge my mistakes and seek God’s forgiveness and help so I can change hurtful or poor behavior. (Repent)		
10. My priority is pleasing God before pleasing people, getting a promotion or seeking my own comfort or desires. (Put God first)		
Balance (20 points possible)		

SCORING**-2: NEVER****-1: RARELY****+1: SOMETIMES****+2: FREQUENTLY**

LOVING OTHERS	SCORE	GOAL
11. I help others achieve their goals and projects. (Serve Selflessly)		
12. I put my own agenda aside for solutions and priorities that serve the greater good of the team. (Serve Selflessly)		
13. I acknowledge the work of others before taking credit for myself. (Be Humble)		
14. I take time to listen and understand others - I don't have to have all of the answers. (Be Humble)		
15. I show kindness and respect to everyone, regardless of position. (Be Kind)		
16. I am truthful in what I say and speak the truth in love to help others grow. (Be Truthful)		
17. I acknowledge my mistakes and have a healthy view of my own abilities. (Be Truthful)		
18. I do what I say I will do and follow through on my commitments. (Be Trusting and Trustworthy)		
19. I'm quick to forgive others when they make a mistake, regardless of the impact on me. (Forgive)		
20. I make myself available to others when they need a sounding board or support. (Be Faithful)		
Balance (20 points possible)		

FACILITATOR:

Explain that you will all pray about areas and ways you can strengthen your Love Balance at work. You don't have to work on every area listed. Choosing one or two areas will result in big differences at work.

FACILITATOR:

- Discuss what the scores revealed.
- Encourage everyone to write down anything they felt resistance toward or have particular difficulty with.
- Everyone should choose at least one or two areas to focus on during the study.

“ This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins. Dear friends, since God so loved us, we also ought to love one another. No one has ever seen God; but if we love one another, God lives in us and his love is made complete in us.”

- 1 John 4:10-12

1. What did scoring yourself reveal to you?

2. Note resistance or challenges that came up for you as you considered the twenty statements in the Love Balance sheet:

Highlight or put a star next to at least two of the statements you'd like to work on during this study. These will be the focus of your efforts to strengthen your Love Balance as you apply the leadership principles you learn in each session.

Remember—everyone profits when you love God and lead with love at work.

► What do you most want to get out of this study?

Be sure to write it down. You'll want to refer back to it in Session 10.

ACCOUNTABILITY

We'll discuss **Strengthening Your Love Balance** each week to share experiences and support one another through challenges.

You can experience even greater support by choosing an accountability partner. This is someone in the study you partner with to hold each other accountable for the specific commitments you both make as you go through the study.

When you share your commitments with another person who cares about your success, you'll see that it helps you rise above the challenges that might otherwise hinder your progress, and supports you in staying motivated even when it's hard.

“ A system that follows only the impulses of compassion and solidarity [love] will lose its competitiveness; a system that follows only the impulses of resolve and purposefulness [power] will sacrifice its people needlessly and risk its capability for growth and recovery. A mix of power and love, however, becomes a stance that a leader can hold, and this stance may, in the end, be the single most important factor in enabling a leader to accomplish great things. ”

– Adam Kahane, Power and Love

Quoted in “Love Works: Seven Timeless Principles for Effective Leaders.” Joel Manby. Zondervan 2012

FACILITATOR:

- Having an accountability partner can make a big difference in each person's success.
- Encourage the group to identify one person they will connect with on a weekly basis to share commitments, challenges and successes.
- It may not be practical for everyone in the group, but it will be very beneficial for those who do it.

WRAP UP

[5 MINUTES]

FACILITATOR:

- Don't do this alone! Invite participants to facilitate the session of their choice.
- No pressure. Not everyone is comfortable facilitating discussion.

FACILITATOR:

- Let everyone know you'll send an email reminder of the activities and invite them to contact you if they have questions.
- Ask them to let you know if they will not be able to attend a session.
- Close in prayer.

READING: Read through the content and Scriptures for **Session 2: Build on a Strong Foundation**. Answer the questions based on your reading and your experience.

PRAYER: Pray that God will show you how to bring greater love for God and others into your work and increase your Love Balance.

ACCOUNTABILITY: Pray about and connect with one person who can be your accountability partner. Ideally, that person will be a fellow participant.

MORE OF GOD AT WORK

God's Promises on Love

As you go through this study, we challenge you to notice how you handle stressful and challenging situations, to hit the pause button and seek God's direction rather than reacting. This challenge comes with several promises—not promises for worldly riches, but for things of much greater value.

Consider these promises of God when we commit to loving God and others:

- **John 14:23** “Jesus replied, ‘Anyone who loves me will obey my teaching. My Father will love them, and we will come to them and make our home with them.’”
- **John 15:10-11** “If you keep my commands, you will remain in my love, just as I have kept my Father’s commands and remain in his love. I have told you this so that my joy may be in you and that your joy may be complete.”
- **Luke 6:35** “But love your enemies, do good to them, and lend to them without expecting to get anything back. Then your reward will be great, and you will be children of the Most High, because he is kind to the ungrateful and wicked.”
- **James 1:25** “But whoever looks intently into the perfect law that gives freedom, and continues in it—not forgetting what they have heard, but doing it—they will be blessed in what they do.”
- **Psalms 128:1-2** “Blessed are all who fear the Lord, who walk in obedience to him. You will eat the fruit of your labor; blessings and prosperity will be yours.”

So, with such promises in mind, you have a tremendous opportunity to see God working even more powerfully in your work: Love God and love others by studying God's commands and following them at work. You will be a light to everyone you come in contact with!



SESSION 2 | Build on a Strong Foundation

2

[5 MINUTES FOR 30-MINUTE DISCUSSION
10 MINUTES FOR 60-MINUTE DISCUSSION]

SCRIPTURE: THE GREATEST COMMANDMENT

Matthew 22:35–40

One of them, an expert in the law, tested him with this question: “Teacher, which is the greatest commandment in the Law?”

Jesus replied: “‘Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’ All the Law and the Prophets hang on these two commandments.”

Love is the first step in a faith-and-work journey. Consider the importance of love in God’s overall plan for the world. God is love and we are created in His image.

God created the heavens and the earth through the power of love. When you love God and love others, you align with God’s design for living—fully glorifying God and fully serving others.

The Pharisees were trying to test Jesus by asking which commandment in the law was the greatest. Instead, they opened the door for Jesus to instruct them—the greatest commandment is to love.

FACILITATOR:

- Start the meeting promptly at the agreed upon time.
- This lesson shows us how love is foundational to all that we do at work.
- Open with a word of prayer.
- Offer gratitude for God’s love for mankind.
- Invite the Holy Spirit to reveal what love in action looks like and feels like in the realities of the work world, and how we can express God’s love to the people around us on a consistent basis.

FACILITATOR:

- Ask the group who was able to identify an accountability partner.
- If people take advantage of this, you can start each session by asking how it’s going.

DISCUSSION

[15 MINUTES FOR 30-MINUTE DISCUSSION]
[30 MINUTES FOR 60-MINUTE DISCUSSION]

SCRIPTURE: IT STARTS WITH LOVE

1 Corinthians 13:1-3

If I speak in the tongues of men or of angels, but do not have love, I am only a resounding gong or a clanging cymbal. If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but do not have love, I am nothing. If I give all I possess to the poor and give over my body to hardship that I may boast, but do not have love, I gain nothing.

We can have faith that is big enough to move mountains. We can work long hours and accomplish big goals. We can increase profitability by 30 percent. Yet without love, it means nothing. Without love we are nothing.

1. What does this tell you about the importance of identifying ways you can bring love into your work?

Love lasts forever. If we want to have eternal significance—to really please God—it must be done with love. Everything that is not founded in love will pass away. Love is the only thing that allows us to do anything that matters.

Love Is Foundational

“All the law and prophets hang on [love].” In a similar way, any of our workplace behaviors that are pleasing to God hang on love.

If we have a lack of love in our hearts, we're going to struggle with relationships, with doing our work with excellence, even with the integrity we bring to our work. You cannot do your work in a meaningful way if your motivation is not based on love for God and love for others.

So let's look at love in the context of some other important aspects of work: calling, integrity, excellence, balance and influence.

CALLING

Read Ephesians 2:10 in the margin. Every single one of us is created for a purpose. Calling simply means to “align your gifts, skills and experience with your vocation.” We are called to follow Jesus everywhere—including at work! God has equipped us with skills and abilities, and has called us to work assignments that give us the opportunity to honor Him.

When we view our work as a response to God, any work can be a calling. Following Jesus at work and working in response to a God who called us is active devotion. It's love at work.

2. Would you say you are working in response to God or to yourself? How can you shift your view of work? What are your God-given strengths, and how can you use those strengths to honor God at work?

Our primary calling is to follow Jesus, and as we follow him he will lead us into work, family and civic assignments where he will use us to play a part in his work of restoration.

Take a look at Matthew 4:19–20 and 28:19–20 in the margin. These verses are powerful in helping us understand our true calling.

“For we are God’s handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do.”

– Ephesians 2:10

“‘Come, follow me,’ Jesus said, ‘and I will send you out to fish for people.’ At once they left their nets and followed him.”

– Matthew 4:19–20

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

– Matthew 28:19–20

“Whoever walks in integrity walks securely, but whoever takes crooked paths will be found out.”

- Proverbs 10:9

**PSALM 15
INSTRUCTS US TO:**

- Walk blamelessly.
- Do what is right.
- Speak the truth from the heart.
- Don't slander.
- Don't wrong your neighbor.
- Don't cast slurs.
- Honor those who fear the Lord.
- Keep your oath, even when it hurts.
- Lend money to the poor without interest.
- Don't accept a bribe against the innocent.

“Whatever you do, work at it with all your heart, as working for the Lord, not for men.”

- Colossians 3:23

INTEGRITY

Read Proverbs 10:9 in the margin. Having integrity means that we “have the wisdom and courage to do what is right every time.”

Integrity flows out of our love for God. When we do the right thing—even when it costs us—we are saying that God’s standards are more important than those of our culture or some short-term gain. We are putting Him first. And when we put God first, we will have real security and peace of mind.

3. Where are you tempted to compromise your integrity at work? How can your love for God enable you to make difficult decisions, even when it costs you?

EXCELLENCE

Read Colossians 3:23 in the margin. Christians are called to do our work for the Lord and “work with all your heart.” Paul’s instruction to the church at Colossae was revolutionary, because he elevated who we work for beyond our employer to Christ himself.

Excellence in our work—whatever the work—is an act of worship. It honors God and the abilities and opportunities He has given us. And because our work always affects someone else, being excellent in our work becomes one of the most practical ways we can love others.

4. Where are you tempted to cut corners in your work? How does thinking of Jesus as your boss affect the way you think about your work?

**IF ONLY DOING A 30-MINUTE DISCUSSION,
SKIP TO WORK APPLICATION ON PAGE 20**

PUTTING PEOPLE FIRST

DaVita Healthcare is an incredibly successful kidney dialysis treatment company, but it wasn't always among the Fortune 500. In fact, it was on the verge of bankruptcy in 1999, with annual losses of \$56 million and a stock worth about \$2 a share. That's when Kent Thiry took over as CEO and made a few changes. In one of his first messages to the employees, he said, "We are going to flip the ends and means of this business. We are a community first and a company second."

With this as the focus, DaVita put new practices, procedures and cultural mandates in place that helped them treat patients and each other right.

What Thiry knew and they all discovered was that you have to be motivated by something deeper than the bottom line—a sense of commitment to patients and one another. By 2014, DaVita's annual revenues were almost \$13 billion and their stock was trading at \$70 a share. Good business practices, of course, were essential, but what really fueled the turnaround, experts agree, was creating a culture driven by love of each other, love for their work, and love for their patients.

HBR.com "How One Company's Turnaround Came From the Heart" by Bill Taylor, accessed on Sept. 28, 2015

FACILITATOR:

Use the modern business example provided, or a current example from the news or your own experience, to connect the themes of this lesson to the experiences we face at work today.

7. What is your motivation for the work you do? What would be possible in your work if love is the driving force behind all that you do?

FACILITATOR:

- Encourage participants to choose one lesson discussed that can help them strengthen their Love Balance.
- Ask them to share how they will put it into practice over the next week.

“ I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being, so that Christ may dwell in your hearts through faith. And I pray that you, being rooted and established in love, may have power, together with all the Lord’s holy people, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God. ”

- Ephesians 3:16-19

WORK APPLICATION

[10 MINUTES FOR 30-MINUTE DISCUSSION]
 [15 MINUTES FOR 60-MINUTE DISCUSSION]

We love because He first loved us. When you’re really walking in love at work, it is much easier to put all of the other pillars into practice.

► **Where did you notice opportunities to grow in practicing love at work?**

Read Ephesians 3:16–19 in the margin out loud.

Love is the greatest power that exists. Love makes all things possible. Love is relevant and practical at work. Not only that, it’s essential.

What one lesson can you take away from the discussion and apply to your work this week?

STRENGTHEN YOUR LOVE BALANCE: Keeping in mind the areas in which you chose to focus from Session 1, how will you apply this lesson to strengthen your Love Balance?

NEXT STEPS

PUT IT TO WORK: Apply the lesson you wrote down to strengthen your Love Balance as it relates to the area in which you have the greatest opportunity to strengthen your foundation. Make a note of the results you notice during the week as you continue to lean on Jesus for strength.

READING: Read through the content and scriptures for **Session 3: Serve Selflessly**. Answer the questions based on your reading and your experience.

PRAYER: Pray that God will show you how to bring greater love for God and others into your work and increase your Love Balance.

ACCOUNTABILITY: Meet with your accountability partner for at least 15 minutes to discuss how you are living out the actions you identified.

FACILITATOR:

Remember to invite participants who are interested to facilitate one session.

FACILITATOR:

- Let everyone know you'll send an email reminder of the activities.
- Invite them to contact you if they have questions.
- Ask them to let you know if they will not be able to attend a session.
- Close in prayer.

Share your biggest insight from this session on social media and tag it #myworkmatters