

# GENESIS

THE BUSINESS WORKSHOP



*Presenting...*

## *Genesis: The Business Workshop*

*The basic course for employees, business  
and ministry leaders*

---

[www.AskWiseCounsel.com](http://www.AskWiseCounsel.com)  
(904) 332-0425

## **Our Purpose is to demonstrate:**

1. How the word is relevant in the marketplace
2. How to build a business on a Solid Foundation
3. What God expects from Christian leaders
4. Why and how good companies make more money
5. A witness to build and inspire your faith walk

**How:** Through small groups and/or individual study through Discussion and exchange of ideas stimulated by DVDs and coupled with personal study guide. Topics include:

1. Introduction: Building on a Solid Foundation
2. The Character Test
3. Finding Your Moral Compass
4. Spiritual DNA
5. Dual Citizenship
6. Separating the Wheat from the Chaff
7. Refining Silver and Gold
8. Grace Full Business
9. Building Relationship Capital
10. Corporate Responsibility
11. Motivation: The Inside Job
12. Fight Like Heaven
13. The Trinity Model

**When:** Individuals set their own time schedule with study at least once per week.

## **Key principles:**

### **God blesses us by...**

#### **1. His Grace**

- Christ died on the cross for all of us. He blesses and protects us when we don't deserve it whether we believe in Him or not.
- You don't have to be a committed Christian to have a successful business. He wants all of mankind to move forward with employment opportunities toward His greatest plan to utilize our gifts and talents.
- Our founding fathers recognized God's gift of "free will" to establish a nation of liberty and laws from the word, which has created the greatest marketplace in the world.
- Grace Periods come to an end when they are out of His long-term will.

#### **2. His Principles**

- Through His character and calling for each of us
- Through His moral truth and second greatest commandment of loving our neighbor (customers, suppliers, vendors, employees and community)
- Via His Spiritual principles and greatest commandment of loving Him through a personal relationship and calling

#### **3. Leading of the Holy Spirit**

- God gives visions, insights, ideas and wisdom to pursue our greatest callings, destiny and purpose.
- God reveals insights the normal person may never see and the world cannot recognize.
- He leads us to good ROI (Return on Investment) and more importantly ROE (Return on Eternity), to lay up treasures in heaven.

## Introduction: Building on a Solid Foundation – Chapter 1

### Video Highlights

*Simplest profile of an on-going successful business is found in the Bible. Character, Moral and Spiritual behaviors between customers, suppliers, vendors and employees build consistent business success.*

Our founding fathers recognized God's purposes in creating our nation. They looked beyond their selfish interests and sought spiritual Divine Intervention. They saw freedom as God's gift to mankind.

**“Every Business is a ministry and teaches either good or bad principles to live by. Yet every ministry is a business as well and survives economically.”**

Two business books have paralleled Biblical principles without the authors recognizing it. **Built to Last** and **Good to Great** compare Biblical values as a way to grow a company long term with the highest ROI.

Yet **Bill Gates** says, “Success is a lousy teacher. It seduces smart people into thinking they can't lose.”

The best business leaders are looking to the Bible as the authority for truth.

The Bible is the bestselling book of all time. 66 million Bibles are distributed every year. Translated in 2355 languages, 90% of Americans have a Bible and 35% claim to read it regularly.

**J.C. Penney** said, “The best management course is found in the book of Matthew and is the Sermon on the Mount.”

The first cornerstone is **Character and Calling** found in Genesis as the original commandments.

The second is **Moral Truth** for the Ten Commandments about “loving your neighbor.”

Thirdly is the **Spiritual Truth** from the Ten Commandments and a personal relationship with the Lord Himself.

**Matthew 7:24**, Jesus says, “Everyone who hears these words of mine and puts them into practice is like a wise man, who built his house on the rock.”

8 out of 10 small businesses fail within the first 5 years.

Failure and honest mistakes can be part of our maturing and humility process.

**Soichiro Honda**, founder of Honda Motors said the “**Success is 99% failure.**”

**Tom Watson**, who built IBM, said, “**Failure is a great teacher.**”

Grace is a major factor and covers our poor choices when we don't know what we did wrong. Even a business founded by an atheist can be successful if it's in the calling and grace of God.

Our fast paced world teaches us to worship the false god of activity and accomplishment.

Where do you spend your time?

The Lord has eternal principles to obey.

### **Solid foundation of a business dwelling is first laid by...**

- Character Truth – exemplified by Henry Crowell who build Quaker Oats through the lessons he learned from the Lord.
- Moral Principles illustrated by J.C. Penney beginning with the Golden Rule stores.
- Spiritual Cornerstone by James Kraft of Kraft Foods and how he spiritually heard from the Lord. Spiritual Cornerstone is the chief cornerstone in Jesus Christ.

### **More building blocks...**

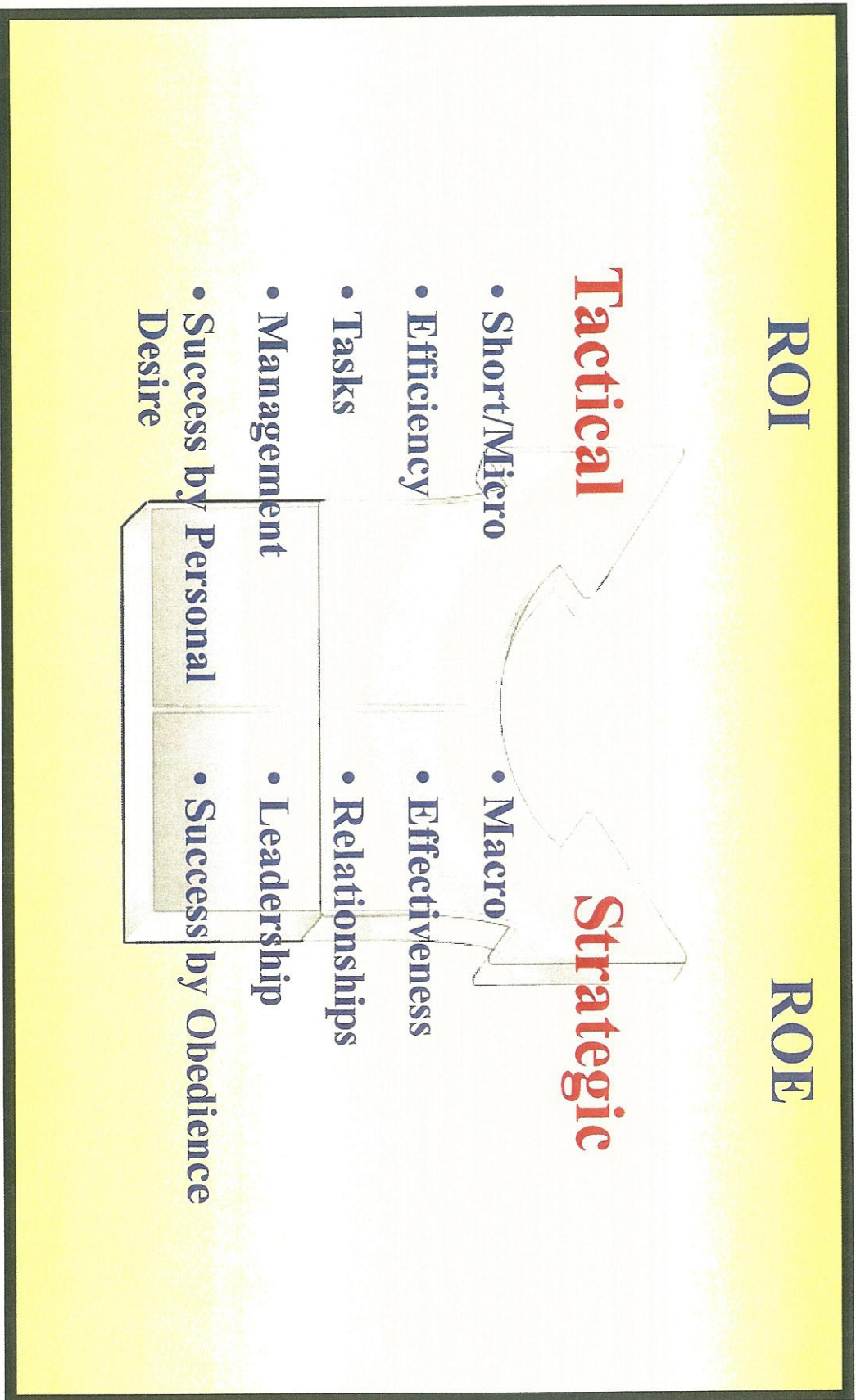
- Culture reflects the character and values of the leader.  
Strategic plan over moral truth; if your people will help write the plan they will underwrite it.
- Vision through the spiritual drawing and calling of the Lord.  
Quality over character and service
- Goals as the stretching process of an organization
- Mission and heart illustrated by Lenscrafters and “gift of sight” program
- Marketing strategy i.e. **Target** donating a portion of profits
- Then price, hiring, equity capital, compensation and on and on

These buildings blocks are strategic decisions that are about long term thinking, while the daily tactical decision builds the roofs of our business dwelling. Strategic is most important.

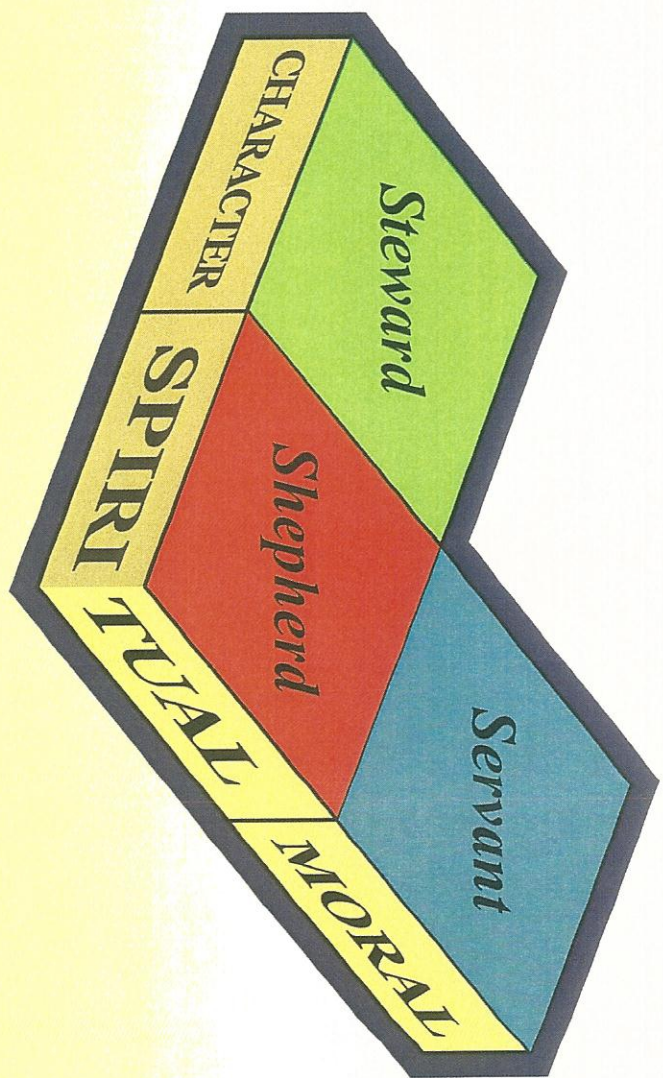
Problem is that executives typically make decisions around the tactical areas and forget the foundation principles they first built upon. For Christians, return on investment (ROI) is important, but most important is God’s perspective about return on eternity (ROE)... laying up treasures in heaven.

**Example:** Tylenol’s decision to leave their mission statement.

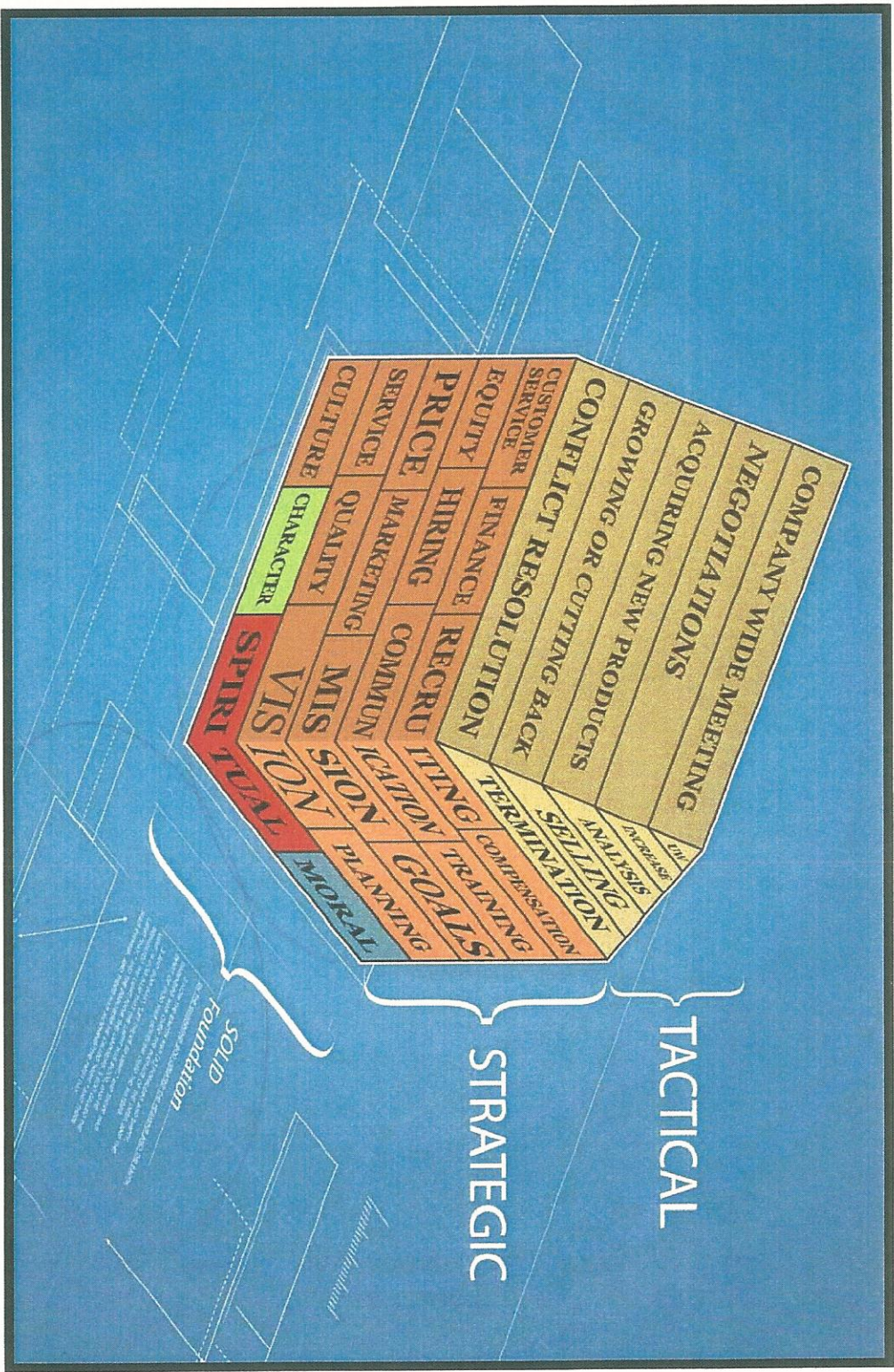
**“True wealth is not a measure of success but a measure of responsibility.”**



**The Three Cornerstones**



*Introduction: Building On A Solid Foundation ]*





## ***Lesson 1 Introduction: Building on a Solid Foundation***

Welcome to the introductory session of Genesis: The Business Workshop. You are about to enter into a 13 week journey relating to the practical application of biblical principles to your professional work life. These business principles will have their foundation based on biblical principles and real-life examples. We call this session "Building on a Solid Foundation."

There is a phrase that you may be familiar with. It states, "If you always do what you've always done, you will always have what you've already got." Change means change. In Isaiah 43 the Lord says, "***I will do a new thing.***" And in Corinthians the Bible says, "***Behold all things become new.***" Get ready to have your thinking challenged. We believe that this approach, based on biblical principles, will provide you with the tools necessary to have sustained growth for your business and to be able to recognize God's call and purpose leading to your destiny.

This is a video mentoring process which will unlock the life-changing principles of the Bible providing you with the knowledge, understanding and motivation to "***Seek ye first the Kingdom of God***" and make an eternal difference in the lives that you contact through your business environment. It requires a commitment to participate, faithfully attend and to contribute your thinking, experience and ideas. Without your involvement this will become a dull process. Make a commitment to yourself and to the Lord to be actively involved.

Let's look at Webster's definition of a four key words that will be a foundation for the future lessons.

**Wisdom:** the quality of being wise; power of judging rightly and following the soundest course of action, based on knowledge, experience, understanding or teaching.

**Knowledge:** the act, fact or state of knowing; awareness, understanding, all that has been perceived or grasped by the mind, learning or enlightenment.

**Discernment:** to perceive or recognize; make out clearly; the power of discerning; keen perception or judgment; insight; acumen.

**Revelation:** a revealing, or disclosing, of something; a striking disclosure, as of something not previously known or realized. In theology, God's disclosure or manifestation to man of Himself and His will.

Throughout this program you will be asked to observe, participate, answer questions, and be accountable. Keep an open mind, be teachable, ready to learn and ready to change. Our prayer is that this will have a life-changing impact on you, your business life and those that you are in relationship with. Now let's get started with the first workbook lesson.

---

### ***Personal Study: INTRODUCTION***

Henry Blackaby states that the disciples were businessmen in the marketplace. Did you realize that the disciples of Jesus were businessmen? Can you name the disciples and described their professions?

---

---

---

### ***Answer and Reflect***

Here are the three cornerstones of laying a Solid Foundation? Give a brief description of each.

**Character:**

---

**Moral:**

---

**Spiritual:**

---

### ***Ask Yourself***

Jesus said, "*I am the Way, the truth and the life.*" Can the truths of the Bible be applied to the marketplace? Why or why not?

---

---

John suggests that America is the greatest economic system in the history of mankind because America was founded on truths. The United States has 5% of the world's population and 60% of its wealth. What did our founding fathers use as a guide for establishing the culture of our country?

---

---

What did James Madison say about our Constitution?

---

---

### ***Biblical Insight***

A business can be transformed through the truths found in the four key areas of wisdom, knowledge, discernment and revelation. What do these mean to you?

---

---

---

### ***Ask Yourself***

John says that truth, which are the principles of God, apply to nations, organizations, families and institutions. Can you see this? Please explain, why and how?

---

---

John suggests that "every business is a ministry" and "every ministry is a business". Do you believe this? Explain.

---

---

### ***Biblical Parallel***

Joseph apparently seemed to fail even when he had a God-given vision. He was put in the pit and then in prison and then put in prison a second time. Genesis 50 states "***For what you meant for harm, God meant for good to save many people alive.***" Also we can look at the life of Jesus, where his crucifixion and death would seem like failure; however it was the ultimate victory.

We are all lead, step-by-step to our ultimate destiny if we build on the right foundation of truth. How can failure help guide us in the correct direction? Looking back, on your business life, can you see how what seemed to be a failure has actually brought you closer to your ultimate destiny?

---

---

Having a role model or a mentor is a popular business strategy. Who in the Bible would be your hero or role model? What key people in your life have been role models and what have you gleaned from their life.

---

---

---

### ***Ask Yourself***

Why does Bill Gates state that "Success is a lousy teacher?"

---

---

Why the Bible? Why does John say that the Bible is a "Success Guide for Business?"

---

---

### ***Discussion***

The Bible states in Ephesians that Jesus is the Chief Cornerstone. This workshop is built on the concept of cornerstones, providing a solid foundation upon which to build your business. The three cornerstones are: Character, Moral and Spiritual Truth. Please write out a brief definition of each of these in your understanding of how these apply to your business or professional life. Be prepared to discuss.

---

---

---

### ***Biblical Insight***

Matthew 7: 24 - 27, Jesus states, *"Everyone who hears these words of mine and puts them into practice is like a wise man, who built his house on the rock. The rains came down, the streams rose and the wind blew, and beat against the house (your business) yet it did not fall, because it had a foundation on the rock (Jesus Christ). But everyone who hears these words of mine and does not put them into practice is like a foolish man who built his house on sand. The rains came down, the streams rose and the winds blew and beat against the house and its fell with a great crash."*

Your attitude and motivation will play a great part in how this series impact your life. The Bible tells us to get knowledge and to get understanding. John suggests that the key to this series is to be open and teachable. Are you willing to be open and teachable? Are you willing to do the assigned work, be on time and participate in discussions? Is your word your bond? In your own words please write your commitment and understanding to this teaching series below.

---

---

---

---

Please sign your name here: \_\_\_\_\_ Date: \_\_\_\_\_

### ***Ask and Pray***

Soichiro Honda, founder of the Honda Motors said that "Success is 99% failure." Can failure be counted as success? Explain and discuss with your group. Have you been able to turn business failure, into business success in your own life?

---

---

Can you share an example of God's grace in your business? Explain based on John's definition of grace.

---

---

### ***Answer and Reflect***

In Jeremiah 9: 23 - 24, the Lord states: ***"Let not the wise man boast of his wisdom or the strong man boast of his strength or the rich man boast of his riches, but let him who boasts, boast about this: that he understands and knows Me, that I am the Lord, who exercises kindness, justice and righteousness on the earth for in these things I delight, declares the Lord."***

Explain what the Scripture means to you and its impact on your business or professional life.

---

---

John refers to submitting to the "pressure of worshiping a false god of activity." What does he mean by this? Do you have an example you can share?

---

---

---

## ***Biblical Insight***

John poses the following question: "Are you a Christian business leader, or are you a business leader who just happens to be a Christian?" In Isaiah 29:13, the Lord says, "***These people honor me with their lips, but their hearts are far from me. They worship me in vain, their teaching are rules taught by men.***" Looking at the above Scripture and John's question, how would you relate to these statements? Do you have one focus as a business person and a different focus as a Christian?

---

---

John states, that the Lord is calling us to a different path. He is calling us to the things that are important but not urgent. "It is about strategic things, about long-term thinking, about the macro view of things, about effectiveness over efficiency, about relationships over task and about leadership over management," which is the eternal view of ROE over ROI. Do you agree or disagree with John's assessment? Why or why not?

---

---

John was asked, "Can businessmen in today's fast-paced world really find guidance in the Bible?" How would you answer that question? What are the foundational keys to John's answer? Do you agree?

---

---

Have you sought direction from the Bible on a business decision? Explain when, how or why not?

---

---

## ***Let's Review***

In the example of terminating the sales manager in the video, John states, "We run the risk of helping that Entrepreneur solve the wrong problem." Explain from John's example or from an

example that you have experienced personally, why and how it is important to look beyond the tip of the iceberg to the deeper issues or the root causes.

---

---

---

Which do you feel is better, or most effective: "dealing with the symptom or finding the cure?"  
Do you have any personal examples from your business experience?

---

---

ROI or ROE. What is your definition of investment? What is your definition of eternity? Are you willing to invest in your own and in those peers in your business from an eternal perspective? How?

---

---

### ***Ask and Pray***

Are you willing to make a commitment to the process? Are you willing to commit the time, effort and accountability necessary to accomplish the deeper call on your life? Are you willing to be open and teachable? Are you willing to change? We know the answers to those questions because that's why you're here.

Now let's get started on Building a Solid Foundation for your business and personal success.

## The Character Test – Chapter 2

### Video Highlights

Tom Hill's company, Kimray was:

- Losing money
- Facing tough foreign competition
- Coping with high turnover among employees
- Grappling with poor work attitudes and ethics of their employees
- Facing workers compensation costs at crisis levels

Tom turned to prayer, the Word, and a close friend and Bible teacher for answers and direction. He developed a plan for his supervisors to catch their employees exemplifying one of the 40 character traits of God that he had researched in the Word and to publicly recognize them in a company-wide meeting.

Some character traits of God he used:

|               |              |                 |
|---------------|--------------|-----------------|
| Compassion    | Faithfulness | Patience        |
| Creativity    | Forgiveness  | Resourcefulness |
| Dependability | Generosity   | Self-control    |
| Discernment   | Humility     | Thoroughness    |
| Enthusiasm    | Love         | Truthfulness    |
| Flexibility   | Obedience    |                 |

Amazingly, within the first month and even the first year, the negative trends, the whole profitability scenario, began to be restored. Workers compensation costs declined by 90 percent in just the first few months, and the company's reputation spread like wildfire as a great place to work.

#### **Psalm 127:1 – Unless the Lord builds the house, its builders labor in vain.**

We learn through character, our parents, those in authority over us such as grandparents and family members, and even church members and other teachers. Next, through the school of hard knocks.

The word "character" originates from the Greek word meaning to "chisel." You mold your character by how you respond to circumstances and people.

We have a lifelong "character development experience."

#### **Romans 5:3-4 – But we rejoice in our suffering because we know that suffering produces perseverance; perseverance, character; and character, hope."**

The first cornerstone about character and the calling of God for our business, our personal lives, and our relationships with one another comes from Genesis 1:26:

#### **1. God created man in His own image and we are to emulate Him**



2. **Be fruitful and increase**
3. **Fill and subdue the earth**
4. **Rule over every living creature**

The Spirit of the Law is a term used by legislators, lawyers and teachers that really explains the deeper meaning or original intent of a law.

Christ sacrificed Himself and empowered the Holy Spirit for us.

The Holy Spirit leads us to understand and interpret the true meaning of the Law.

#### **Spirit of the Law is:**

- **First, it's about His character and the nature of God's spirit of love, truth, and life because God is the Spirit of love, truth and life.**
- **Second, we are created to invest and grow in His plan and purpose.**
- **Third, we are to put our gifts and talents to work in His calling not our own.**
- **Finally, we are to lead by example in all that we do for others to emulate.**

Here's what the Lord is trying to tell us about character: Be obedient to My nature, purposes and values. Constantly pursue growth and take risks; use your talents and gifts in that process. I have given you these traits and I want you to seek them even deeper in My callings and lead by example with your fellowman for My purposes.

#### **Examples:**

**Henry Crowell** who built Quaker Oats. Adversity had developed his character and taught him **patience, endurance, persistence, humility and tenacity.**

“Struggles are the things that God uses to prepare us for bigger and better things.”

**J.C. Penney** – realized through his Biblical values and practical experience that it was character, integrity, tenacity and risky pursuit of his calling that God used to bless him.

**Ted Turner** – had a “God-given” vision to carry the news world-wide 24 hours a day. Some call Ted an atheist. It was his blind ambition to do something that I believe was a God-divined plan. Through network news and using satellites he transformed communications throughout the world. All of this is part of God's plan for the world to come together, to work together.

If He can't find a Christian with the guts or faith, He will use a man with ego and ambition.

**John Wooden** – after coaching for 40 years and winning 82% of his games, he said that “winning isn't everything.” John Wooden shared this creed with his players and fellow coaches:

1. Be true to yourself, your talents and convictions.
2. Make every day your masterpiece by doing your best.
3. Help others because it is better to give than to receive.
4. Make friendship a fine art.
5. Build a shelter for a rainy day; trust in God and your fellow man.
6. Drink deeply from the Good Book and writings of others each day.
7. Every day pray for guidance and give thanks.

**Truett Cathy** – openly shares three key ways that we can “change the lives” of those we lead, manage or interact with:

By our instruction – **what we say**

By our influence – **what we do**

By our image – **what we are and what we stand for**

In other words, changing lives takes precedence over making money. Profit is merely a by-product of producing good people, through the right character, planning and performance.

### **The importance of character in an organization:**

**Dr. Frederick Herzberg**, former Harvard professor, published “How Successful Businessmen Handle People” from his survey of thousands.

(See graphic: What Motivates Employees?)

The measurements:

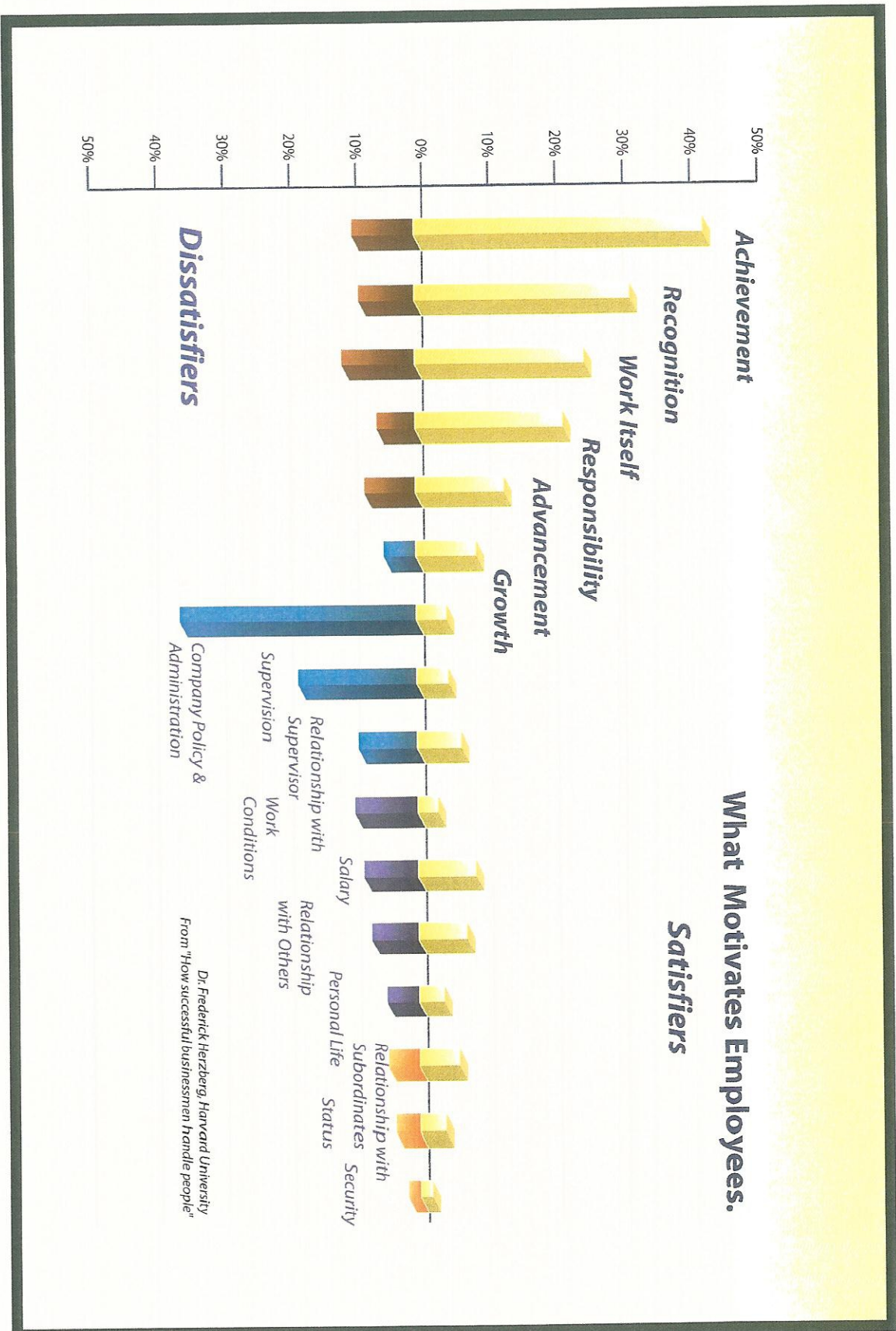
1. Employee Satisfiers
2. Dissatisfiers

True character calling and connections is best summarized as taking on the Lord’s nature and being in His will to use your gifts, talents, calling in business/ministry and life.

Biblically defined, character is about stewardship.

The Lord is building His world on the shoulders of men and women of character, that are obedient, that follow their God-given mission.

# The Character Test 2



From "How successful businessmen handle people"  
 Dr. Frederick Herzberg, Harvard University

## ***Lesson 2 Character***

From Webster's Second College Edition, New World Dictionary, **character** is defined as a distinctive mark, a distinctive trait, quality or attribute; the pattern of behavior or personality found in an individual or group; moral constitution, moral strength; self-discipline, fortitude etc.; to write, print or inscribe.

From Noah Webster's 1828 American Dictionary of the English Language, **character** is defined as, the particular qualities, impressed by nature or habit on a person, which distinguishes him from others; to engrave or to inscribe; to distinguish by particular marks or traits.

The **Cornerstone of Character** is one of the foundational building blocks in a person's life. The qualities, personality, and behavior of a person are the results of the things that have been written, printed or inscribed upon the person's life. The Word of God, when engraved upon the heart of a person, will result in a person having a godly character upon which the foundation of his life can be built.

Not only is character essential in an individual's personal life, it is essential in the person's business life. Character traits and behaviors are part of our experience that is developed through the process of life. The decisions we make, the people we associate with, and what we expose ourselves to, in the form of information and education, will form the basis of our character.

Let's look at how **character, the first foundational cornerstone**, will impact us as leaders in the marketplace.

---

### ***Personal Study: Character***

Take time to review and answer these questions. Be prepared to discuss in your workshop.

#### ***Answer and Reflect***

Review the story of Tom Hill and his company known as Kimray. His company was in trouble. He was questioning whether God was sending him signals. How does God send signals? Is God sending you "signals" concerning your business? If so, what are these signals? What should you do?

---

---

What does the story of Tom Hill suggest that you do?

---

---

Tom Hill identified 49 character traits of God in the Bible. Below are some of these character traits:

|               |                 |
|---------------|-----------------|
| Alertness     | Forgiveness     |
| Attentiveness | Generosity      |
| Boldness      | Humility        |
| Compassion    | Love            |
| Creativity    | Obedience       |
| Dependability | Patience        |
| Discernment   | Resourcefulness |
| Enthusiasm    | Self-control    |
| Flexibility   | Thoroughness    |
| Faithfulness  | Truthfulness    |

Based on the above character traits from God's Word and on a scale of 1 to 5 with 1 being the weakest and 5 being the strongest rate yourself on each of these character traits. (You can also rate your employees, your coworkers, friends and/or family.) How do you think your coworkers would rate you? How would your spouse rate you?

---

---

---

### ***Ask Yourself***

Would you be able to implement a program such as "Character First" in your organization? Why or why not? What would be your initial steps in doing this?

---

---

Who in the Bible exhibits strong godly character traits? How do they exhibit these traits?

---

---

Who have you met in the business world or marketplace that has exhibited godly character traits? What were these character traits? How did they impact you?

---

---

What are some godly character traits found in Scripture?

---

### ***Ask and Pray***

John suggests that we learn character from two key sources. What are they?

---

Who has been a key factor in establishing your character?

---

What did you learn from them? How did you learn it?

---

How have you been able to apply this to your business life?

---

Romans 5:3-4 states: ***"But we rejoice in our suffering because we know that suffering produces perseverance; perseverance, character; and character, hope."*** Have you suffered in the marketplace? Has this developed your character? Explain.

---

When we suffer we can either get "bitter" or we can get "better". We get bitter when we focus on the "I" (our self) in bitter, instead of the "e" (everyone) in better. How do you handle bitterness in the workplace?

---

### ***Ask and Pray***

Proverbs 27:17 states: ***"Iron sharpens iron; so a man sharpens the countenance of his friend."***

It is important to have godly friends that are able and willing to speak truth into our lives. Tom Hill had a friend who spoke into his life and encouraged him to pray and seek the Lord. As you go through these lessons, hear these truths as if a friend were speaking them to you. Let this be the iron that sharpens you, forms and chisels godly character traits into your business life.

## ***Biblical Insight***

Let's look at Genesis 1:26-28 *Then God said, "Let us make man in Our image, according to Our likeness; let them have dominion over the fish of the sea, over the birds of the air, and over the cattle, over all the earth and over every creeping thing that creeps on the earth." So God created man in His own image; in the image of God He created him; male and female He created them. Then God blessed them, and God said to them, "Be fruitful and multiply; fill the earth and subdue it; have dominion over the fish of the sea, over the birds of the air, and over every living thing that moves on the earth."*

In the above Scriptures, we find four key things that John refers to as "Laws". God created man in His own image, we are to be fruitful and increase, we are to fill and subdue the earth and we are to rule over every living creature. In the video John refers to the "Spirit of the Law". Explain the difference between the "Law" as given in Scripture and the "Spirit of Law" as John describes it in the video. Please give a practical application of the "Spirit of these Laws" as applied to the marketplace.

---

---

---

## ***Ask Yourself***

John suggests that obedience is a key in operating in godly character. The Bible states that *"obedience is better than sacrifice"*. What does this statement mean to you?

---

---

You may have seen the cartoon of a first-grade little boy who was "made" to "sit" in the corner. The picture shows him sitting in the corner, with his "other" self standing defiantly next to him. The caption reads: sitting on the outside, but standing on the inside. Our obedience to God must be from the inside out, a heartfelt respect, knowing that our Father God knows what's best for us even when we don't.

## ***Discussion***

What are key areas of God's nature, purpose and values that require obedience to develop character? Please explain.

---

---

---

### ***Biblical Parallel***

Henry Crowell was obedient to his doctor's orders. Does God speak through people to get His results?

---

---

After a personal tragedy, Henry faced seven years in the wilderness. Have you had a "wilderness" experience? How has this experience shaped or developed your character?

---

---

John suggests that adversity taught Henry patience, endurance, persistence, humility and tenacity. Give examples from your own professional life that supports this premise.

---

---

### ***Personal Application***

During times of adversity, which often required being obedient, have you drawn closer to God and been able to listen to His voice and be open to His leading?

---

---

What was the key principal that influenced Jim Penney?

---

---

Please write out the "Golden Rule" and explain an example of its use in the marketplace.

---

---

### ***Ask and Reflect***

John Wooden walked his talk. He taught the character principles of fair play, integrity, respect for others, discipline and a balanced life. How would you integrate these principles into your business? Give specific examples.



---

---

---

John Wooden shared a creed with his players and fellow coaches:

- Be true to yourself, your talents and convictions.*
- Make every day your masterpiece by doing your best.*
- Help others because it is better to give than to receive.*
- Make friendship a fine art.*
- Build a shelter for a rainy day, trusting God and your fellow man.*
- Drink deeply from the Good Book and writings of others each day.*
- Every day pray for guidance and give thanks.*

### ***Let's Review***

Select four of the above points and describe how you would implement these principles into your professional work life.

---

---

---

---

Truett Cathy shared three key ways in which to affect and effectively change the lives of others - by instruction, influence and image. Give examples of how these keys have influenced you and how you have used these to influence others.

---

---

---

### ***Personal Application***

Based on the story described in the video describing Truett as a Sunday school teacher, how important is your behavior and example in changing the lives of others?

---

---

Who was someone in your past who helped you establish a godly character trait? Explain.

---

---

What biblical values have you used or could you use to effect profitability and productivity in the marketplace?

---

---

### ***Reflect and Answer***

Dr. Frederick Herzberg outlined key motivators and de-motivators. Based on his research, how do these factors relate to the character traits suggested by Genesis 1:26 - 28 to take on God's image and likeness?

---

---

### ***Personal Application***

God is calling each of us to take risks, work hard and demonstrate our character through our responsibilities, our talents, our gifts and our callings. When we are achieving His purposes for our lives we will have a sense of fulfillment we don't otherwise have. Based on your current workplace situation, do you feel at peace and have a sense of fulfillment? Why or why not?

---

---

The character of leadership related to by the Herzberg survey involves the culture, values, policy, integrity and sensitivity that are expressed in the corporate culture. How does your work environment measure up to these standards?

---

---

### ***Summary***

Write a short paragraph of the key character traits of the ideal boss, leader, employee or professional in the marketplace.

---

---

---

---

---

---

As related to your professional or business life, what areas of your character do you need to change?

---

---

How will you do this?

---

---

Who will you seek help from?

---

---

### ***Ask and Pray***

John states that character is about stewardship. A steward is a custodian responsible for the things that are placed in his care. The Lord has designed you with gifts, to pursue His purpose and calling. Godly **character** is the **Solid Foundation** upon which you are to build the life that will have eternal consequences in the workplace.

## Finding Your Moral Compass – Chapter 3

### Video Highlights

**J.C. Penney's** father was terminated as the volunteer pastor in front of all the elders, yet his father never wavered from his faith, his belief in God and that He would turn bad into good. His father said, "Jim, no matter what bad happens, always live by the Golden Rule."

Jim Penney said, "If we just follow the principles of Christ we will win the loyalty of our customers. Go the extra mile, give and it will be given back to us, and we will serve well. In the long run we will win many friends and return customers. And serve as God is calling us to do."

J.C. Penney's first three stores were called the Golden Rule Stores.

Moral Truth is embodied in the Ten Commandments.

The first one is, "**Honor your father and mother.**"

The second one is, "**Do not murder.**"

The third one is, "**Do not commit adultery.**"

Next is, "**Do not steal.**"

Then it's, "**Do not bear false witness.**"

And then finally, "**Do not covet.**"

The "Spirit of the Law" says further –

'**honor your mother and father**' is about respecting authority. J.C. Penney respected his father and mother – the principle that was imprinted on his soul and his spirit. We are to respect authority in bosses, customers, etc.

Every business is called to serve our neighbor.

Our customer, supplier, vendor, employees, community leaders, stockbrokers, and stakeholders have authority over us.

It's the inverted organizational chart. (See graphic: The Servant Leader)

Next one is '**do not murder.**'

The Spirit of the Law is saying that we are to forgive and value the life of other people. Christ came to forgive us, and we are to forgive others and place value in everything they do in their lives no matter...

#### **Example:**

**Adolph Coors, IV** – his father was kidnapped on the side of a mountain and murdered. Adolph became a committed Christian. He was invited to visit the prison where his father's murderer was incarcerated. Adolph wanted to ask the man for his forgiveness of the hatred that he had held for him for the 17 years since the murder. He forgave the man for what he had done and expressed it to him personally and to his family by a letter that impacted the whole prison.

'**Do not commit adultery**' – the Spirit of the Law says to be faithful and loyal to one another.

If we commit through the spirit of loyalty, there's a trustworthiness that gets bred into an organization.

**Example:** The spirit of loyalty. Giving back and gratitude; from the employees up, not from the top down. **Delta Airlines** employees were so appreciative they raised over \$30 million dollars to buy the company a brand new airplane.

**‘Do not steal’** but give to others. This is a spirit where we give good service and provide good products to people. They reward us. “Give and it’s given unto you,” and it comes back many times.

**Example:**

**John D. Rockefeller** – near death, he had a vision and dream and the next morning established the John D. Rockefeller Foundation, which has been the greatest philanthropic organization in the history of our country. Rockefeller was a Christian who finally recognized that God had given him a talent to make money. It wasn’t just his drive and intelligence or energy. He finally realized that it was the Lord doing it through him. **“To whom much is given, much is required.”**

**‘Do not bear false witness,’** but earn respect through integrity.

**Example:**

**Dave Schwartz** – a used car dealer in Los Angeles, discovered years ago that his outstanding reputation for honesty and integrity opened the door. Thus, was born a franchise called, “Rent a Wreck.”

**‘Do not covet,’** but appreciate and encourage others.

**Example:**

**Branch Rickey and Jackie Robinson** – broke the color barrier in major league baseball. Through all the criticism, adversity and prejudices they suffered, it was about the long-term good of a Divine plan. Unknowingly, they were convicted to help break the spirit of jealousy, bitterness, resentment and prejudice in our land.

**Romans 12:3-6 – Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment in accordance with the measure of faith God has given you.**

**1 Corinthians 12:14 - For the body is not one member, but many.**

**Good character and moral beliefs/behaviors will drive business success.**

Moral truth is what a business would call a **win-win relationship** or **“loving your neighbor,”** and the **Golden Rule**, and finally about being a **Servant Leader**.

**Example:**

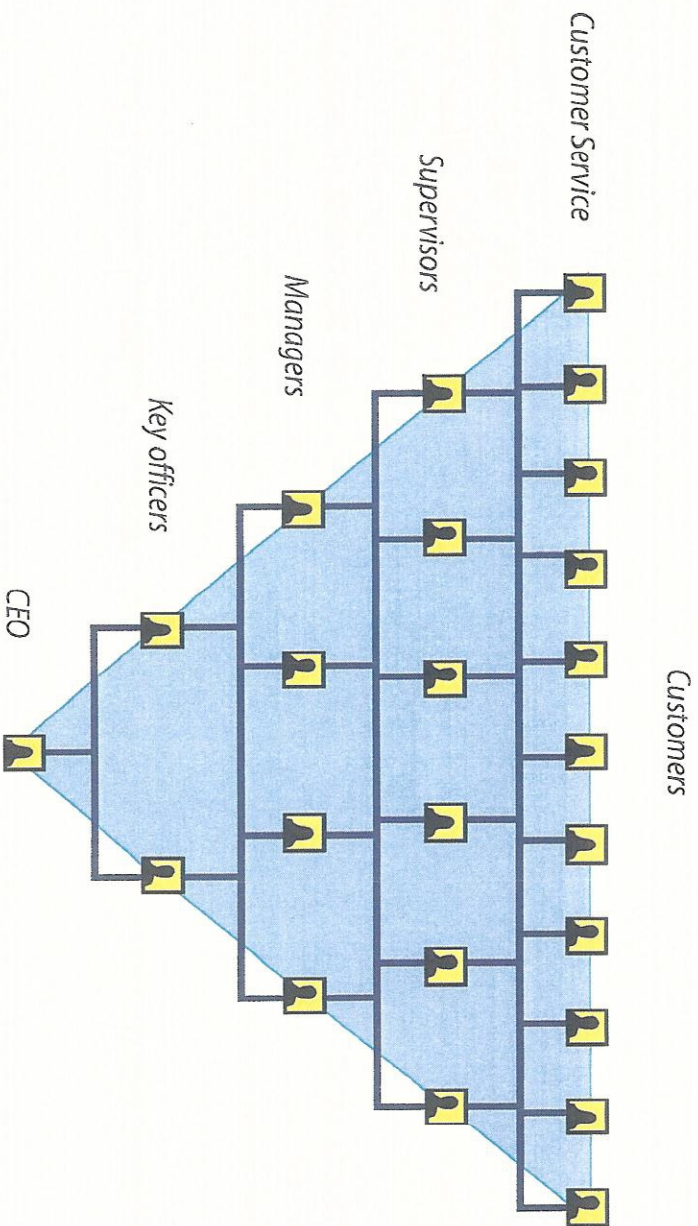
**Jim Collins and Jerry Porras** – conducted a study and research which was published in 1994 in a book titled, Built to Last. In 6 years of researching hundreds of companies, they defined 18 of these companies as visionary companies with their focus on people, innovation, quality and core values, versus their competitors who focused more on profits and growth. 85% of these core values generally align with the cornerstones of character and moral truth, and even spiritual truth.

These are the companies they determined to be visionary companies; focused more on people, innovation, quality, and customer service than profits and growth, where their stock value was 600% greater than the comparison companies.

**The second book is titled, “Good to Great.”**

# Finding Your Moral Compass 3

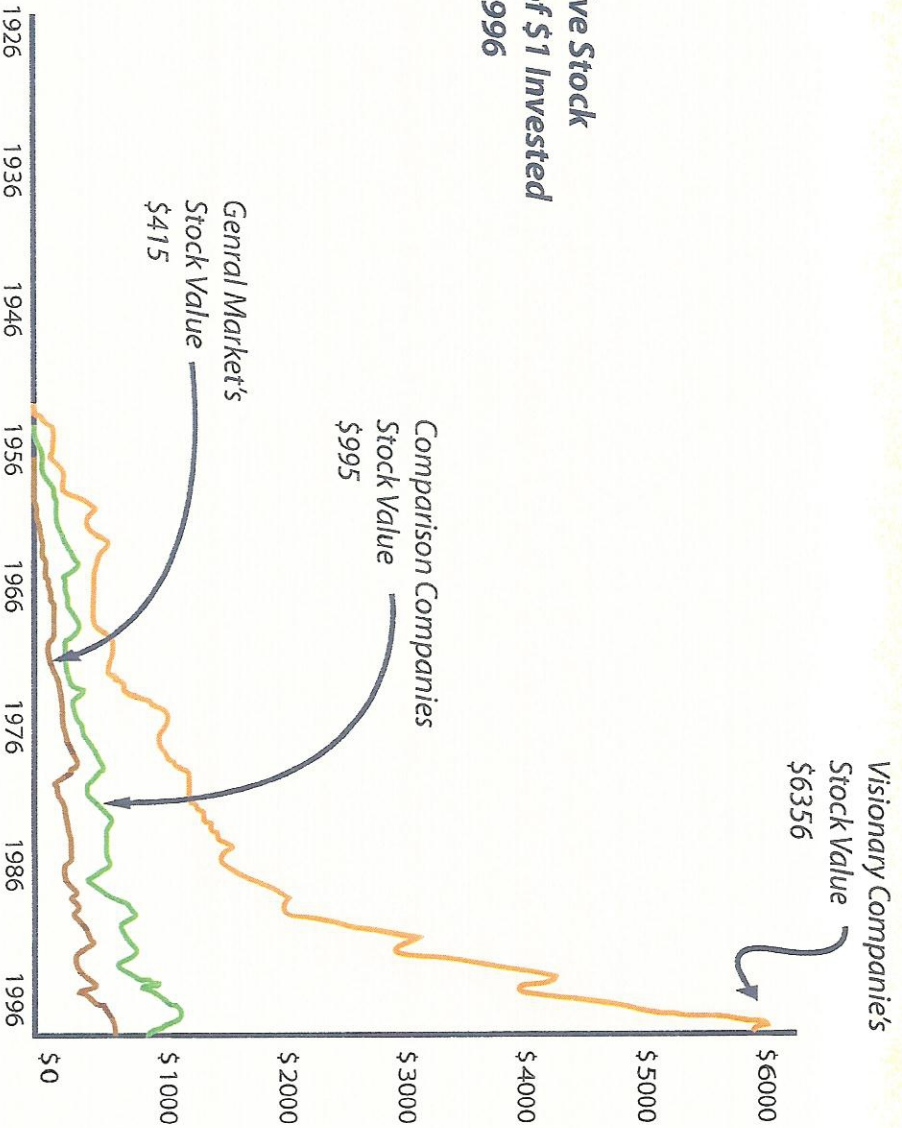
## The Servant Leader.



# Finding Your Moral Compass 3

## Built To Last\*

Cumulative Stock Returns of \$1 Invested 1926 to 1996



\* Built to Last: Successful Habits of Visionary Companies by James C. Collins



## ***Lesson 3 Finding Your Moral Compass***

Let's look at Webster's definition of moral and compass.

**COMPASS:** Webster's defines compass as 1. An instrument for determining directions, as by means of a freely rotating magnetized needle that indicates magnetic north. 2. The enclosing line or limits of any area; perimeter. This is further expanded in the definition to expand or stretch around; hem in; surround; and circle: *An old stone wall compasses his property.*

**MORAL:** 1. Of, pertaining to, or concerned with right conduct or the distinction between right and wrong. 2. Concerned with the principles or rules of right conduct; ethical: moral attitudes. 3. Capable of conforming to the rules of right conduct. Synonyms include righteous, just, upright, honest, straightforward, open, virtuous, and honorable. Morals refer to generally accepted customs of conduct and right living in a society, and to the individuals practice in relation to these: *The morals of our civilization.*

As we look at this lesson, we will apply the generally accepted customs of conduct and right living (the distinction between right and wrong) from a biblical perspective as it relates and applies to business. In addition to expecting that the Word of God will point us in the correct direction, we may expect that the Word of God will also expand and stretch around us, hem us in and surround us like "a stone wall that **compasses** His property." Not only will the Word of God point us in the right direction; it will surround us and protect us as we follow it.

Now get ready for some exciting stories as we take the Moral Cornerstone and build a Solid Foundation of truth, as we "Find the Moral Compass".

---

### ***Personal Study: Finding Your Moral Compass***

Take the time to review and answer these questions.

Can you relate to the story of J. C. Penney's father? Have you or anyone very close to you been humiliated in front of family and friends? How did this affect you? How did this affect your business relationships? Did the hurt make you less considerate or resentful to others?

---

---

---

What is the "Golden Rule"? How have you applied this rule in business?

---

---

Give three examples of applying moral truth or the Golden Rule to your business.

---

---

His father said, "Jim, no matter what bad happens, always put others needs first and maintain a forgiving attitude should they not be satisfied." We must live by God's moral principles, which is opposite to our human nature. Why is our human nature so contrary to God's moral principles?

---

---

Note: John believes that applying the Golden Rule is the foundation for what has become standard "Return Policy" for department stores all over the country.

Operating by the Spirit of the Law can be very challenging. The Kingdom of God has sometimes been referred to as the 'upside down Kingdom'. Consider the following Scripture passages. Jesus is speaking:

Matthew 5:44-45 - *"But I say to you, love your enemies, bless those that curse you, do good to those who hate you, and pray for those who spitefully use you and persecute you."*

Matthew 5:40-41- *"If anyone wants to sue you and take away your coat, let them have your cloak also. And whoever compels you to go one mile, go with him two."*

How do these concepts or truths from the Bible apply to your business life?

---

---

Moral Laws:

**"Honor our father and mother."**

**"Do not murder."**

**"Do not commit adultery."**

**"Do not to steal."**

**"Do not bear false witness."**

**"Do not covet."**

Spirit of the Law:

**Respect authority**

**Forgive and value life**

**Be faithful and loyal**

**Give to others**

**Earn respect through integrity**

**Appreciate and encourage others**

### ***Biblical Insight***

Through the grace and love of Jesus Christ, our Chief Cornerstone, we are able to live in freedom, not condemned by the Law, but to live life to the fullest, by the Spirit of the Law.

### ***Law: Honor your Father and Mother***

How do we "honor" someone? How do we honor someone in the business setting?

---

---

## ***Spirit of the Law: Respect Authority***

The Spirit of the Law means to respect authority. J. C. Penney respected authority by following the godly advice of his father and mother. The Bible tells us *"to train up a child in the way that they should go and when they get older them not depart from it."* We train them up not by just saying things or telling them but by the lifestyle that we live before them. "Do we walk our talk?" J. C. Penney's parents lived the lifestyle that set the stage for his future success. Are you leading a lifestyle before your children or coworkers that will set the stage for their success?

---

---

### ***Biblical Parallel:***

Read Luke 2: 41-52. When Jesus was 12 years old, He remained behind at the temple. His parents went a day's journey before realizing He was missing. They came back for Him, and even though He was the son of God, He was obedient to His parents and honored them.

### ***Personal Application:***

Who do you demonstrate honor and respect in your business?

---

---

What do you do special to honor these groups in your business?

- a. Employees: \_\_\_\_\_
- b. Suppliers and Vendors: \_\_\_\_\_
- c. Customers: \_\_\_\_\_

## ***Biblical Depth: Respecting Authority***

Matthew 8: 5-13 *"Now when Jesus had entered Capernaum, a Centurion came to Him, pleading with Him, saying, "Lord, my servant is lying at home paralyzed, dreadfully tormented." And Jesus said to him, "I will come and heal him." The Centurion answered and said, "Lord, I am not worthy that You should come under my roof. But only speak a word, and my servant will be healed. For I also am a man under authority, having soldiers under me. And when I say to this one, 'Go,' and he goes; and to another, 'Come,' and he comes; and to*

*my servant, 'Do this,' and he does it." When Jesus heard it, He marveled, and said to those who followed, "Assuredly, I say to you, I have not found such great faith, not even in Israel!" Then Jesus said to the Centurion, "Go your way; and as you have believed, so let it be done for you." And his servant was healed that same hour."*

In the King James Version of the Bible, it states that the Centurion "beseeched" Jesus. Webster says that 'beseech' means: to ask someone earnestly, entreat, implore, solicit, to eagerly beg for; to make an urgent appeal. Synonyms are to pray, petition, supplicate, and adjure. We can see that the Centurion did not just casually make a request. We also see that the Centurion understood "being under authority." He was literally submitting to the authority of Jesus Christ, even as the Roman leader.

Have you ever had a servant, an employee, or family member that had a desperate need? Consider this: if we follow the Biblical example of someone that got Jesus' attention, causing him to actually 'marvel' and state, as in verse 10, 'Verily I say and to you, I have not found so great faith, no not in Israel,' might we expect to get similar results if we use a similar approach?

How did the Centurion demonstrate his understanding of being under authority?

---

---

What character traits does the Centurion demonstrate in his request for his servant?

---

---

How will you apply the truths of this story to your personal and work life?

---

---

### ***Law: Do Not Murder***

This would seem to be such a simple commandment to keep, right? In the video John refers to this as a no-brainer. Not very many of us have actually murdered someone. But the Bible may have another definition or a different slant on this word "murder". What does it mean to murder someone?

---

---

## ***Spirit of the Law: Forgive and Value the Lives of Others***

### ***Illustration: Adolph Coors IV***

What do you suspect was the result of Adolph living with hate, anger and resentment for the man that murdered his father?

---

---

### ***Personal Application: Forgiveness***

After becoming a Christian, receiving wise counsel from a friend and actually following biblical principles, Adolph wrote a letter to the man that killed his father, forgiving the murderer and asking the murderer to forgive him.

Who suffers most when un-forgiveness takes place, the guilty party or the unforgiving person?

---

---

Who do you need to forgive?

---

---

Who needs to forgive you and how will you deal with it?

---

---

The Lord's Prayer states in Matthew 6:12, ***“And forgive us our debts, as we forgive our debtors.”***

Could this principle apply to corporate or business entities? In other words, could a corporation receive forgiveness and/or give forgiveness?

---

---

### ***Biblical Depth***

Review Matthew 5:21-26. Jesus had a different ‘take’ on this murder issue. Let's look at Matthew: 5:21-22. The subheading reads, "Murder Begins in the Heart." Jesus is speaking, and in He states: ***“You have heard it said of those of old, you shall not murder, and who ever murders will be in danger of the judgment. "But I say to you that who ever is angry with his brother without a cause shall be in danger of the judgment. And whoever says to his brother, ‘Raca!’ shall be in danger of the council. But whoever says, you ‘Fool!’ Shall be in danger***

*of hellfire.”* It would appear from this that Jesus does not like anger or name calling. It seems as if Jesus is equating murder with anger.

Have you, or someone you know, been angry to the point of "murdering" their joy, happiness, their motivation or desires? In what ways do we kill people's motivation or dreams?

---

---

### ***Law: Do Not Commit Adultery***

For business, what do you think the Bible is referring to by using the term "adultery"?

---

---

### ***Spirit of the Law: Be Faithful and Loyal to One Another***

Being faithful and loyal for example is about being committed and not taking advantage of employer or employee. Personal phone calls, Internet abuse, taking supplies and materials, abusing time off, taking or giving favors, calling in sick when you're not, are a few ways to be unfaithful in the marketplace. Have you or your people been disloyal to vendors, stockholders, the government, employees, customers and employers in the workplace? How was this handled?

---

---

### ***Law: Do Not Steal***

If a manager has people work on a personal project, buy something for personal use, write it off as an expense, uses company time for personal errands, are these activities considered stealing? Where's the line drawn between fringe benefits and stealing? What about not giving 100% of your time, talents and God-given gifts towards your job? Discuss with your group.

---

---

Is withholding critical information in a negotiation considered 'stealing'?

---

---

How should a person rectify or redeem themselves if they are in one of these situations or get caught in a lie?

---

---

### ***Illustration: John D. Rockefeller***

During a sleepless night, Rockefeller had a spiritual awakening that, "his wealth would do him no good in heaven or hell." Thus, The John D. Rockefeller foundation was created.

### ***Spirit of the Law: Give to Others***

The Spirit of the Law is the attitude of giving to others in love. *"To whom much is given, much is required."* What are some of the things as a worker or owner in the marketplace you can give and to whom?

---

---

Giving is an attitude and a passion to love others.

### ***Biblical Insight: The Love of Money***

You have heard it said that money can't buy you happiness and even that money can't buy you love. The Bible says that the love of money is the root of all evil. Note: money can't buy you love, especially God's love. What situations in your business life and personal life has the love of money, or things or the things that money could buy caused you to compromise your integrity or character?

---

---

### ***The Challenge***

The Bible says to whom much is given, much is required. It also says to give and it shall be given unto you. There's also the Biblical principle of sowing and reaping. What are some of the personal and business areas in which you could give more?

---

---

### ***Biblical Depth:***

Jesus counsels the rich young ruler in Mark 10:17-22. Verse 17 states, *"Now as He was going out on the road, one came running, knelt before Him, and asked Him, "Good teacher, what shall I do that I may inherit eternal life?" Then Jesus, looking at him, loved him, and said to him, "One thing you lack: Go your way, sell what ever you have and give to the poor, and you*

*will have treasure in heaven; and come take up your cross, and follow me." But he was sad at this word, and went away sorrowful, for he had great possessions."*

### ***Biblical Insight: Our Resources***

It was stated in the video that, "We steal from the Lord," when we don't share, give and use our resources of talent, time and energy.

### ***Personal Application***

What talents, resources, time or energy are you not using or using half-heartedly?

---

---

Are you giving your best to your job, your employees, your employer, your community and your family? Are you giving your best to the Lord?

---

---

### ***Law: Do Not Bear False Witness***

Nothing destroys credibility, creates doubt or puts people on guard faster than realizing or suspecting that someone has lied to them.

### ***Spirit of the Law: Earn Respect Through Your Integrity***

We earn respect through our actions, by what we stand for, by being honest in all dealings, by being ethical in all conversations, by being reliable, trustworthy, and predictable in all our dealings.

### ***Illustration: Dave Schwartz***

Dave never sold a used vehicle without first telling the customer what repairs the car might need. By being honest and a man of integrity became the inspiration from which a national chain was born.

Have you felt deceived or lied to in business transactions? Have others slandered you or lied about you? What is the best way to handle these situations?

---

---



## ***Law: Do Not Covet***

Covet is to desire inordinately or without due regard for the rights of others; to desire wrongfully. Covet relates to wrong motive, attitude or mental mindset. It is about being envious or jealous. Jealous is the feeling of resentment against a person because of his rivalry, success or advantage.

### ***Illustration: Branch Rickey and Jackie Robinson***

Breaking the spirit of jealousy, bitterness, resentment and prejudiced in our land was helped by breaking the color barrier in major-league baseball.

Based on the above description of covet, discuss the implications of this illustration as applied to the marketplace. What experiences have you had as related to corporate politics or internal employee strife that fit into the above example?

---

---

### ***Spirit of the Law: Appreciate and Encourage Others***

Branch Rickey followed the principles of the Spirit of the Law by respecting the gifts and talents of Jackie Robinson. By appreciating, encouraging and respecting him, they broke through the barrier of racism. Are you appreciating, encouraging and respecting those in the workplace and those in your family the way God would want you to?

---

---

### ***Personal Application: Change***

We all resist change in different areas of our lives. Traditions, culture, customs, wrong teaching and fear can lock us into wrong beliefs and mind-sets. How can the lessons learned in the story of Branch Rickey and Jackie Robinson be applied to the business setting?

---

---

In **Romans 12:3–6** it says, *“Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment in accordance with the measure of faith God has given you. Just as each of us has one body with many members and these members do not all have the same functions, so in Christ we who are many from one body and each member belongs to all the others.”*

Diversity is one of our country’s greatest strengths.

We as individuals are created in His image.

For the long-term success of an organization, all parts of the body have to work together, preferring one another and must be committed to the success of the total vision, mission and goals of the organization. As each part of the body focuses and works towards their individual contribution to the overall goals, success is assured. Discuss each of the laws described and the Spirit of the Law as they relate to the functioning of the entire body of your organization.

---

---

How does your individual position fit into the total organization? What areas should you change to better support the entire body of the organization?

---

---

### ***Biblical Depth: One for All and All For One***

**I Corinthians 12:15-26** states: *If the foot should say, "Because I am not a hand, I do not belong to the body," it would not for that reason cease to be a part of the body. And if the ear should say, "Because I am not an eye, I do not belong to the body," it would not for that reason cease to be a part of the body. If the whole body were an eye, where would the sense of hearing be? If the whole body were an ear, where would the sense of smell be? But in fact God has arranged the parts of the body, every one of them, just as he wanted them to be. If they were all one part, where would the body be? As it is, there are many parts, but one body. The eye cannot say to the hand, "I don't need you!" And the head cannot say to the feet, "I don't need you!" On the contrary, those parts of the body that seem to be weaker are indispensable, and the parts we think are less honorable we treat with special honor. And the parts that are unpresentable are treated with special modesty, while our presentable parts need no special treatment. But God has combined the members of the body and has given greater honor to the parts that lacked it, so that there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it; if one part is honored, every part rejoices with it.*

### ***Illustration***

Many parts, one body. Many departments, one mission. Many functions, one goal. To put this above Scripture in business terms we might say, the President cannot say to the janitor, "I have no need of you." The CFO cannot say to the sales department, "I have no need of you." The forklift

driver cannot say to the IT department, "I have no need of you." Even though in the corporate realm there may be competition for budgets and funds, unless everyone sees the total picture and becomes part of the "body", the organization will not succeed at its peak efficiency and profitability. As the Bible says, a house divided against itself will fall. How does this apply in the marketplace?

---

---

### ***Biblical Insight***

Good character and moral obedience can drive business success.

### ***Personal Application: Win-Win or Win-Lose***

How do, "loving your neighbor" and the Golden Rule bring about win-win relationships in the marketplace?

### ***Illustration: Jesus, the Servant Leader***

Let's look at **John 13:12-15**. *"Do you understand what I have done for you? You call me Teacher and Lord and rightfully so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you should wash one another's feet. I have set an example that you should do as I have done for you. I tell you the truth, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them."*

What does Jesus say you should do in order to be blessed? Give examples that relate to your work and your personal life that fulfill this Scripture.

---

---

### ***Illustration: "Built to Last" by Jim Collins and Jerry Porras***

How do the moral truths relate to the core values of successful visionary companies?

---

---

Does your company focus on people, innovations, quality, customers and core values or on growth and profits?

---

---

How does this relate to your company for short and long-term success?

---

---

### ***Biblical Insight: Making Changes***

Joshua 1:7-8 says: *"Only be strong and very courageous, that you may observe and do according to all for law which Moses My servant commanded you; do not turn from it to the right hand or to the left, that you may prosper were ever you go. This book of the law shall not depart from your mouth, but you shall meditate in it day and night, that you make observe to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success."*

Do all according to the law, and the Spirit of the Law and you will prosper and have good success. The book of the law referred to in verse 8 contains the laws described in this lesson.

What will you speak, meditate on day and night, observe and do, in your business, to have God's good, long term prosperity and success?

---

---

## Spiritual DNA – Chapter 4

### Video Highlights

It's all about Spiritual Truth. Christ was asked what is the greatest commandment of all, and the Lord said, "Love your God with all your heart, and all your soul and all your might." And that's about a personal relationship with Him.

The Lord is a Spirit of Love, Truth and Light, and we are created in Him with a Spirit encased in a body with a soul, a mind, intellect and a personality. He created us to love Him.

**Example of Spiritual Leading:** In the 1950s **Bill Bowerman** coached at the University of Oregon. He was constantly frustrated with the injuries to his athletes. Bill had a vision for a different shoe. The Holy Spirit convicted him not to give up on his vision. He went back to the kitchen table and started hand crafting a pair of shoes. **Phil Knight**, his miler, was touched and inspired. He caught the vision that Bill had received which led to the founding of Nike shoe company.

#### Spiritual Truths of the Ten Commandments:

- Have no other gods before Me
- Have no false idols
- Do not use God's name in vain
- Keep the Sabbath holy

#### The "Spirit of the Law" –

**'Have no other gods before Me'** – the Spirit of the Law means that we are to seek Him, to be humble, to be teachable and to trust in Him, to be open to His soft voice for the signals He sends to us. Our example here is the Bill Bowerman story of NRE shoes.

**'Have no false idols'** – the Spirit of the Law says that we are to be **'convicted and forgiven.'** Conviction allows the Holy Spirit to touch our heart as we seek forgiveness for those false pleasures, those addictions, bad habits or possessions that we are always seeking.

#### Examples:

**Alfred Nobel** – a Swedish chemist in the 1900s had significant success in developing explosives used in a number of different wars. A false report shook him, so by its assessment and conviction, he resolved that his fortune would be used to honor the accomplishments of humanity rather than focusing on its destruction. Alfred Nobel devoted his wealth to creating the Nobel Peace Prize.

A young, African American, news reporter in Baltimore was taken off the air, told she was not fit for television news and was demoted to a talk show. Her heart was broken and convicted. The Lord had a better plan, but a false dream had to be broken so a new vision could be birthed. The Lord planned 'to use a failure' and turn her into becoming a pretty good talk show host named **Oprah Winfrey**.

**'Do not use God's name in vain'** – the Spirit of the Law says to praise with your words. God spoke the world into existence. He used His tongue to speak the world into existence. With words we open and shut doors. Words are containers of information, knowledge and emotion. **'Faith comes by hearing, and hearing by the Word of God.'** Words are the most powerful

tools of the Lord. They bring life to man, they bring peace, comfort, joy and they also command wars.

Research studies have proven that there is a direct correlation between the words we use and sickness.

Notice that there is only one word, which overcomes all of the negative attitudes that produce disease. That word is LOVE, with all of its meanings.

**‘Keep the Sabbath holy’** – the Spirit of the Law says to **rest in and listen to Him.**

This is why we go to church; we are there to listen, to study, learn, to even fellowship with other people, and be embodied in Him and through Him.

**John 15:17 – If you remain in Me and My words remain in you, ask whatever you wish and it will be given unto you, that you bear much fruit.**

Peter Senge calls “The Fifth Discipline” the art and practice of being a learning organization.

### **Examples:**

**Pete Maravich** – the famous basketball Hall of Famer said, “I spent most of my life feeding and learning and practicing basketball. Yet only since I’ve been practicing, studying and living by faith have I started to become whole.”

**Conrad Hilton** – founder of the hotel chain, believed that prayer was the answer to resting in Christ. He said, “It is our means of communication with God. You can speak to Him any time, night or day, and you can know with certainty that He is listening to you... without our daily resting in God, we are nothing.”

**Proverbs 4:20-22 – Give attention to my words; incline your ear to my sayings. Do not let them depart from your eyes; keep them in the midst of your heart; for they are life to those who find them and health to all their flesh.**

**Deuteronomy 8:3 – Man does not live by bread alone but from every word that comes from the mouth of the Lord.**

Spiritual truth is about Shepherd Leadership.

### **Example:**

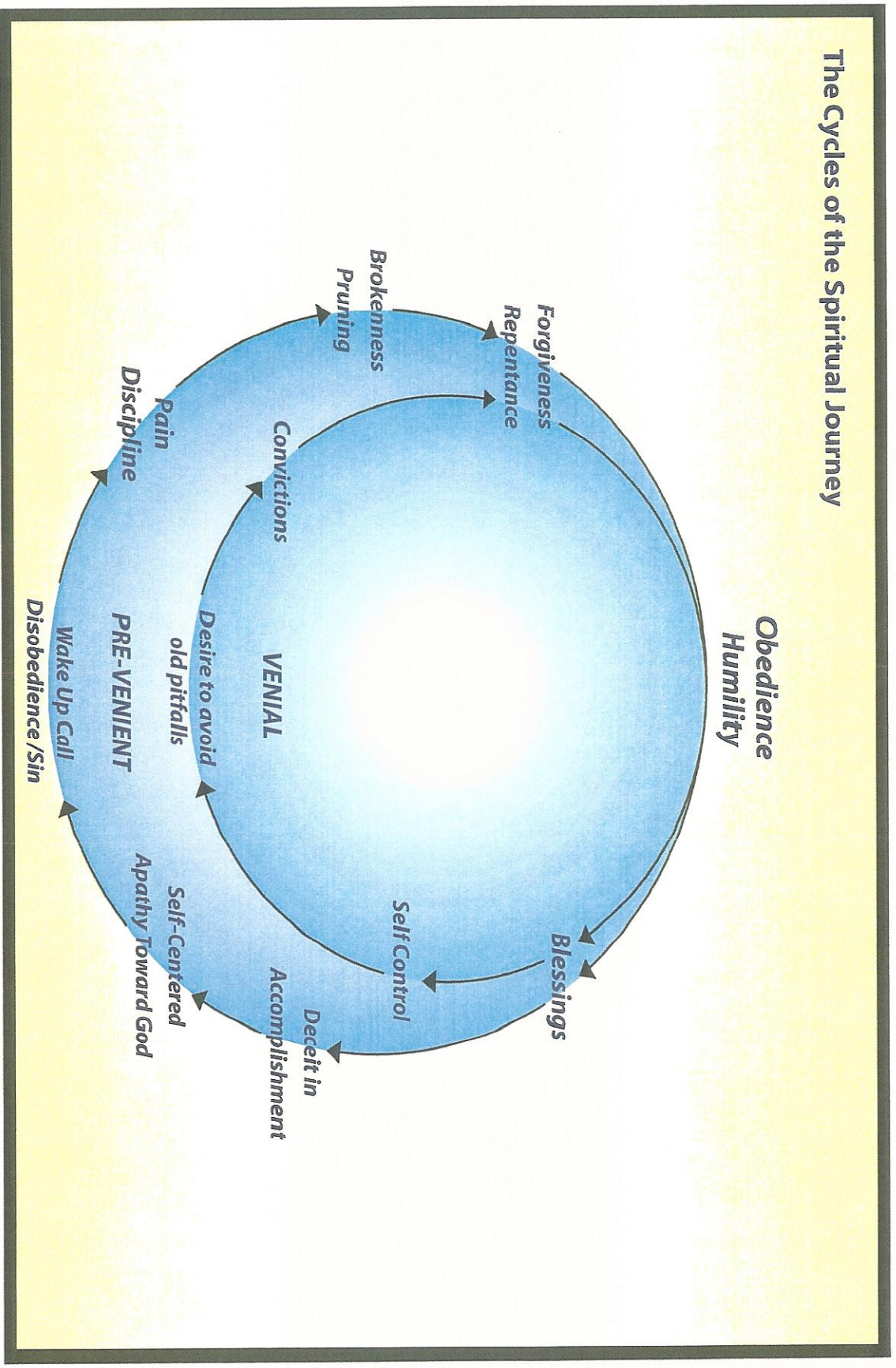
**Jim Dinsmore** – born in a small town in southern Indiana. Sam Walton persistently pursued him to come join him and his brother in a new venture to be called Wal-Mart. Sam Walton was demanding in staff meetings. Jim’s job was to get results “no matter what it takes.” Through the pressure he lost his heart for the people. In his spirit, he finally recognized he was in sin. He returned to his roots to seek God and find forgiveness. He returned to a deeper humility and obedience than he had ever known before.

The Lord was drawing him closer and closer to His purposes. Jim had a greater heart to serve God and avoid his Wal-Mart “tough guy” role. These experiences, both good and unfulfilling served the Lord’s purpose in breaking Jim’s heart to seek forgiveness and obedience. His heart and passion for people grew deeper and deeper. Notice how he lives in that inner circle. (*See graphic: The Cycles of the Spiritual Journey*) He discovered that the more he learned to draw

close to God, it became a love. Today Jim constantly searches to be obedient through a humble spirit.

We all have this “Spiritual DNA” inside of us, signaling us to “come home” through humility, openness and understanding His purpose.

### The Cycles of the Spiritual Journey





## ***Lesson 4 Spiritual DNA***

What should you know about DNA?

DNA or deoxyribonucleic acid by definition it is an essential component of all living matter and a basic material in the chromosomes of the cell nucleus: it contains the genetic code and transmits the hereditary pattern.

Spiritual can be defined as of the spirit or the soul as distinguished from the body or material matters. Spirit is defined as the life principle, especially in man, originally regarded as inherited in the breath or as infused by God. In Noah Webster's dictionary of 1828, he gives one definition of spirit as the **renewed nature of man**. Vines' dictionary gives the definition of spiritual as **things that have their origin with God and which, therefore, are in harmony with His character, and His laws**.

In Romans 7: 14, the Bible states, "we know that the Law is spiritual..." so there is a connection between God's laws and spiritual matters.

In this session we will tie together and connect the spiritual nature of the renewed man to the nature and character of God and His laws. We will also see how the "Spirit" of the law relates to our personal and business life.

---

### ***Personal Study Guide: Spiritual DNA***

“What is the greatest commandment of them all?”

**“Love the Lord thy God with all your heart, soul and mind.”**

The Spiritual Cornerstone is about a personal relationship with Him. What does this mean to you and how does it apply to you and your workplace? (Ephesians 2:20)

---

---

---

### ***Personal Application***

In I Thessalonians 5:23 the Bible describes the three parts of man. These three parts are: **spirit, soul and body**. What are the three action steps described in Matthew 7:7 that we have available as free will to choose to do or choose not to do? **Mathew 7:7 says, “Ask and it will be given to you; seek and you will find; knock and the door will be opened to you.”**

## ***Illustration: Bill Bowerman***

The narrative states: "But Bill had a vision for a different shoe. Again, we say that the Lord gives us visions, dreams and pictures for His future purpose."

### ***The Source of Visions from True Wealth by the Book:***

*Visions don't come from committees; they come to individuals. Some call it their "gut," others their intuition. It comes from the heart through the emotions of our spirit (whether for good or evil, depending on the emotional garden of our heart). The strength of committees is to think logically using their experiences, knowledge and judgment. While visions see beyond logic into the future, most visions die in the battleground of the mind without capturing the imagination of others. Some are merely training for future receptivity of the vision that will become reality in the marketplace and affect thousands of lives.*

*God is the giver of visions for His long term purposes. Godly visions come in time of humility, searching and openness. There can be no gods or false idols before us. Ray Kroc sat in the parking lot that morning in San Bernardino, a humble man who saw a vision that the McDonald brothers could not see or lacked the emotions or were too tired to pursue. Their logic had gotten the best of them. God needed men like Ray Kroc, JCPenney, Tom Watson and millions of others whose heart was bigger than their head.*

How does the Lord give visions?

---

---

Have you received a vision concerning your business from the Lord? Briefly describe. Have there been times that you've given up on your vision?

---

---

### ***Answer and Reflect***

In order to successfully "run in such a way as to get the prize," it requires three key things: **doing your best, striving for excellence** and **stretching yourself** to the limit. Describe how these apply to your vision.

---

---

When you feel like giving up on your vision, you must **persevere!**

What is the difference between being **stubborn** and being **persistent**?

---

---

The point of this story is about **humility, seeking and listening for God's direction, recognizing His vision and when and where He is calling you.** Bill's example is first of all rooted in **rejection, failures, frustration, anxieties** which all led to **humility** which caused him to seek God in a deeper way.

### ***Biblical Insight***

In God's economy no experience is wasted. In Romans 8:28 the Bible states, "*And we know that God causes all things to work together for good to those who love God, to those who are called according to His purpose.*"

### ***Spiritual Law: "Have no other gods before Me."***

The first commandment of the Spiritual Truth cornerstone is to "**have no other Gods before Me.**" This means that we're not to be **self-centered** but **God-centered.** How can we become God-centered?

---

---

### ***Spirit of the Law***

**Spirit of the Law** means we are to **seek Him,** be **humble, teachable** and **trust** in Him.

### ***Ask and Pray***

Have you heard His small still voice? That gentle whisper that speaks deep within? To 'Have no other gods before Me' means that we must trust God in all things. How can you demonstrate in the business setting that you are trusting God in all things?

---

---

What is the lie of the world that John refers to, as it relates to our destiny?

---

---

## ***A Good Idea or a God Idea?***

What is the difference between working hard and doing your own thing versus working hard and doing God's thing? Can you discern the difference between a good idea, and a God idea?

---

---

### ***Biblical Insight***

Once we hear God's small still voice giving us direction or vision we must seek His timing and confirmation. Once you receive confirmation, you must follow godly principles as outlined in the following proverb. Proverbs 3:5-6 says, "***Trust the Lord with all your heart, lean not unto your own understanding. In all your ways acknowledge Him, and He will direct your path.***" Ponder and pray over these words: Trust, heart, lean not, understanding, acknowledge, direct.

### ***Let's Review the "Law" and the "Spirit of the Law"***

***The Law states: Have no other gods before Me. Have no false idols. Do not use God's name in vain. Keep the Sabbath holy.***

***The Spirit of the Law states: Be humble and trust God. Be convicted and forgive. Praise with your words. Rest and listen in Him.***

### ***Law: Have no false idols***

The second law is to "have no false idols." What is an idol?

---

---

False idols are our often big and sometimes even the simple pleasures that we seek, before we seek Him. It could be sports, shopping, food, profit or the harder sins of our lives. Essentially an idol is anything we put before God, or anything we seek to meet our need before we seek God. The need can be physical, emotional, mental or spiritual.

### ***Biblical Depth***

For emphasis, look at **Ecclesiastes 12:13, 14** "***All has been heard. The end of the matter is, Fear God-know that He is, Revere and worship Him-and keep his commandments; for this is the whole of man (the full board original purpose of His creation, the object of God's***

*providence, the root of character, the foundation of all happiness, the adjustment to all inharmonious circumstances and conditions under the sun), and the whole duty for every man. For God shall bring every work into judgment, with every secret thing, whether it is good or evil.”*

**The conclusion of the whole matter: reverence (or fear) God and keep his commandments, for this is the whole duty of man.**

It is your duty as a man or woman to repent of your times of ignorance and follow God's commands. What new actions or changes in your behavior will you seek as a result of this new knowledge?

---

---

### ***Spirit of the Law: Be Convicted and Forgive***

The Spirit of the law says to be “**convicted and forgiven.**” What does it mean to be convicted?

---

What does it mean to be forgiven?

---

---

The **false idols** of the world of business can be **work** itself and its “addictive” sense of **accomplishment** over family time. **Worship of growth** and **profit** in business can become an idol.

### ***Illustration: Alfred Nobel***

Alfred Nobel realized that **work, accomplishment and money had become his god.**

### ***Illustration: Oprah Winfrey***

Oprah believed she had a **destiny** and **she discovered her gifts.** However her heart was **broken** when she was **demoted.** She realized she was **worshipping a false idol.** Her **false dream** had to be broken so that a **new vision** could be birthed.

## ***Ask and Pray***

In what areas has your heart been broken? Has a new vision been birthed within you?

---

---

In what areas of your personal and business life have you been convicted that you need to be forgiven?

---

---

How would you define the word "flesh"?

---

---

John suggests that 'flesh' is your worldly desires. Your nature before you were 'born of the Spirit' and submitted to God's will for your life.

## ***Biblical Depth***

Let's look at what the Bible says about this. Please see **Galatians Chapter 5:16-26**. **The Bible says, "I say then: Walk in the Spirit and you shall not fulfill the lust of the flesh. For the flesh lusts against the Spirit and the Spirit against the flesh; and these are contrary to one another, so that you do not do the things that you wish. But if you are led by the Spirit, you are not under the law. Now the works of the flesh are evident, which are: adultery, fornication, uncleanness, lewdness, idolatry, sorcery, hatred, contentions, jealousies, outbursts of wrath, selfish ambitions, dissensions, heresies, envy, murders, drunkenness, revelries, and the like; of which I tell you before hand, just as I also told you in times past, that those who practice such things will not inherit the kingdom of God. But the fruit of the Spirit is love, joy, peace, long-suffering, kindness, goodness, faithfulness, gentleness, self-control. Against such there is no law. And those who are Christ's have crucified the flesh with its passions and desires. If we live in the Spirit, let us also walk in the Spirit. Let us not become conceited, provoking one another, envying one another."**

We can see how the 'Spirit of the law' relates very closely to the 'fruit of the Spirit' as described above in Galatians chapter 5. Discuss Galatians chapter 5 and its implication for your business.

## ***Ask Yourself***

Conviction allows the Holy Spirit to touch our hearts as we seek forgiveness for pursuing those false pleasures, addictions, habits or possessions. Can you give an example of this?

---

---

Seek and delight yourself in the Lord. Psalms 37:4 says, "***Delight yourself also in the Lord, and He shall give you the desires of your heart.***" Have your desires come from your flesh or are they submitted to His desires through total surrender?

---

---

## ***Personal Application***

In Strong's Concordance, the Hebrew word for 'heart' (or as we refer to it as Spirit) is defined as follows: intellect, awareness, mind, inner person, inner feelings, deepest thoughts, inner self, a person's inner yearnings. How does this definition relate to what we've been learning? How does this apply to your business or personal life?

---

---

---

## **The good news is that the Bible has the answer.**

Let's look at I John 1:9 which says, "***If we confess our sins, He is faithful and just to forgive us our sins and to cleanse us from all unrighteousness.***" If we do our part, which is to allow the Holy Spirit to convict us and if we confess our faults and sins, Jesus will do his part which is to forgive us. He will not only forgive you but he will also cleanse you from all unrighteousness. Take time individually to allow the Holy Spirit to speak to you with His small still voice.

## ***Law: Do Not Use God's Name in Vain.***

The next commandment is "**Do not use God's name in vain.**"

What did the Lord reveal about words?

1. **God spoke the world into existence.** That's Power!

2. We are created in the **image** of God. We are to **emulate Him** through our verbal expression.
3. **With words we open and shut doors**, form attitudes, circumstances and thoughts.
4. **Words are containers of information, knowledge and emotions.**
5. The scriptures say **“Faith comes by hearing... hearing the Word of God.”**  
**“Verbal expression speeds mental acceptance.”**
6. **The Bible is the Word of God.** It feeds us and is life for our soul and spirit.
7. Words are the most **powerful tool** of the Lord. They bring **life** to man.

### ***Spirit of the Law: Praising with Our Tongue***

The Spirit of the Law is about “praising with our tongue.” Who are the last three people you praised? How often do you praise others? What could you do differently?

---

---

*Mark 11:12-24, (paraphrased) states:*

*“With our mouth we can curse things and they will dry up and die and with our mouth we can bless things and call obstacles to be removed, even mountains.”*

### ***Illustration: AMA, Smiley Blanton and Alfred Adler***

Not only does God say that what we confess with our words is important, but the secular medical community does also. What percentage does the AMA admit as stress related problems? \_\_\_\_\_ %. Name three people in your office or work setting that are under stress?

---

---

Psychiatrist Smiley Blanton states that: **“Without the use of words of love, thoughtfulness, and keen consideration of others, we become much more likely to perish from a variety of diseases of the body and soul.”**

International psychiatrist Alfred Alder states: **“One of the most important tasks imposed by religion has always been, ‘love thy neighbor’. It is the individual who is not interested in his fellow man, who has the greatest difficulty in life and who provides the greatest injury to others.”** Dr. Adler based his conclusions on careful analysis of thousands of patients. He held that **“the lack of love is responsible for all human failures.”**



What does the narrative say is the most powerful word? \_\_\_\_\_

The word is **LOVE** with all its meanings. The Bible says God is a spirit of **Love, Truth and Life**. God created us in love. His love protects and forgives us. He sent His only Son to die for us, **in love**, and for **love**. When Jesus was asked “what is the greatest commandment of all?” He said: *"To love God with all your heart."* With this statement He summarized these Spiritual Truths we have been talking about.

John contends that all good customer service comes from loving the customers.

Good Service Equals Love for Others

**I Corinthians chapter 13:4, states:** *"Love suffers long and is kind; love does not envy; love does not parade itself, love is not puffed up."*

### ***Biblical Depth***

**I Corinthians Chapter 13:11, states** *"When I was a child, I spoke as a child, I understood as a child, I thought as a child; but when I became a man, I put away childish things. For now we see in a mirror, dimly, but then face to face. Now I know in part, but then I shall know just as I also am known. And now abide faith, hope, love, these three; but the greatest of these is love."*

#### **“AND THE GREATEST OF THESE IS LOVE”**

How much does God love us? Let's look at a very familiar passage of Scripture. **John 3:16** states, *"For God so loved the world that He gave His only begotten Son, that whoever believes in Him should not perish but have everlasting life."* I Corinthians 13 gives us guidelines and behaviors to follow which demonstrate love in the here and now. John 3:16 gives us guidelines to follow that demonstrates God's eternal love for us.

**The words we say, praising with our words and speaking love not only affect our mind, emotions and physical body on this earth but also have eternal consequences. Take time to discuss these thoughts.**

### ***Ask Yourself:***

Are you speaking LIFE or DEATH, **blessings or curses** over your business, employees, co-workers, family or friends? In what ways will you change how you speak in your personal and professional life?

---

---

Below, write your definition of love from a practical and an eternal perspective as it relates to your life in total.

---

---

### ***Law: Keep the Sabbath Holy.***

The last commandment is: "**Keep the Sabbath Holy.**" Do you agree in the application of this law to business principles? Why or why not?

---

---

### ***Spirit of the Law: Rest and Listen in Him.***

The **Spirit of the Law** says: **Rest and listen in Him.**

### ***Ask and Pray***

What are some of the steps that you could take to rest, listen, learn and abide in the Him?

---

---

**John 15:7** says "*If you remain (abide) in Me and My words remain in you, ask what ever you wish and it will be given to you... that you bear much fruit.*" How does remain/abide, relate to 'resting in him'? What does this mean to you?

---

---

## ***Do you recognize?***

Psalm 46:10 says: "***Be still, and know that I am God; I will be exalted among the nations, I will be exalted in the earth!***" Be still. Rest. Listen. Cease from activity. Stop being busy. Get quiet before the Lord. Listen for His small still voice.

### ***Illustration: Pete Maravich***

Pete Maravich said that Christianity is like **a lifelong marathon**. Complete the following based on the text in the narrative. Real spiritual power is rooted in and created by:

---

---

Do you see your business as a series of 50 yard dashes or a marathon with course adjustments as the Lord directs?

---

---

### ***Illustration: Conrad Hilton***

What keys did Conrad Hilton say were important for fulfilling his personal destiny in the world? How about you?

---

---

### ***Think and Pray***

Name three ways you and your staff could rest, learn and listen that would benefit for your organization, whether they are spiritually open or ignorant?

---

---

---

Personally, in what ways are you resting and listening, mentally or spiritually that is benefiting your growth?

---

---

How was 'Shepherd Leadership' defined on the video?

---

---

Is Shepherd Leadership a model you can do or imitate in your organization? How? Give an example.

---

---

How do you lead by example?

---

---

What personal sacrifices are you willing to make in order to walk the walk and not just talk the talk?

---

---

**Reminder:** The whole idea is to seek Him on a daily basis; 24/7.

### ***Illustration: Jim Dinsmore***

As a basketball player and through athletics, Jim Dinsmore became **competitive** and **strong willed**. Although tough and competitive on the outside, Jim was being humbled by struggles in his personal life. Jim was challenged to “get results no matter what it took.” Through this he lost his **heart** for the people and finally recognized that he was in **sin**. What did Jim do out of this place of sin, as he was experiencing pain and brokenness?

---

---

Being the "tough guy" for Sam Walton, he began to realize he was off course from his Christian upbringing. The hard knocks of his journey were calling him to seek the Lord and to walk in His ways.

### ***Personal Discernment***

What personal struggles have brought you to a place of being humble?

---

---

### ***Biblical Insight***

Being humble is a very important characteristic of a leader in business. Let's take a closer look at this word: humble. Webster's New World Dictionary defines humble as: having or showing a

consciousness of one's defects or shortcomings; not proud; not self assertive; modest. Humble suggest an unassuming character in which there is an absence of pride and assertiveness.

II Timothy 2:24 – 25 states, *"And a servant of the Lord must not quarrel but be gentle to all, able to teach, patient, in humility correcting those who are in opposition, if God perhaps will grant them repentance, so that they may know the truth, and that they may come to their senses and escaped the snare of the devil, having been taken captive by him to do his will."*

What key points in the above Scripture strike you as significant?

---

---

## ***Biblical Depth***

God has a plan and a purpose for our lives. He uses every opportunity, both good and not good experiences to bring us to a place of brokenness and obedience. Romans 8:28 says, **"And we know that all things work together for good to those who love God, to those who are the called according to His purpose."**

When God's love is shed abroad in our hearts by the Holy Spirit, we have a heart full of passion and love for others. Jim discovered that as he drew close to God, God's love grew within him. Jim learned God's love through obedience and a humble spirit.

Out of this place of love and obedience Jim found his purpose and his calling which is bringing fulfillment in his life.

## ***Personal Contemplation***

We all have **"Spiritual DNA,"** inside of us signaling for us to "come home" in **humility, openness and understanding His purpose.** The Lord is calling us home by His Spirit.

**John states in the video: "You don't have to be born of the Spirit to have a profitable business... but you do have to be born of the Spirit to get to heaven."**

Read the gospel of John chapter 3. A summary of the first part of the chapter follows. *Nicodemus, a ruler of the Jews, came to Jesus one night and asked, "Rabbi, we know that you are a teacher come from God; for no one can do these signs that you do unless God is with him." Jesus answered and said to him, "most assuredly, I say to you, unless one is born again,*

*he cannot see the kingdom of God." "That which is born of the flesh is flesh, and that which is born of the Spirit is spirit."* How does John chapter 3 relate to the above statement made by John?

---

---

---

The Bible in Mark 8:36-38 states: *"For what will it profit a man if he gains the whole world, and loses his own soul? For who ever is ashamed of Me and My words in this adulterous and sinful generation, of him the Son of Man will also be ashamed when He comes in the glory of His Father with the holy angels."*

How does John's above statement relate to you and the above Bible verse in Mark chapter 8? Is your business profitable? Is your spiritual life profitable? What is the state of your soul?

---

---

---

---

### ***Personal Challenge***

Write five to seven sentences on how you will apply this new information to your professional (work) life and your home (family) life. Include things you will start doing, things you will stop doing and specific action steps that you will take.

---

---

---

---

---

---

---

Summarize in one sentence your key learning experience from this session.

---

---

## Dual Citizenship – Chapter 5

### Video Highlights

**Ray Kroc** – the man who really build McDonald’s into an international company said that his personal mission in life was first to serve God and then second, to honor his family and third, his business. Except, when he got to the office and then his business was the driving force and then came his family and then God got third place.

It’s the role of our organization to help entrepreneurs understand how their business can be more effectively led through the use of Biblical principles 24/7, not part-time, but in daily experience serving God.

Christians are bi-lingual and we have to be twice as smart to be successful in today’s world.

Success for us, then, is defined in Biblical terms not just with business terms.

**“Be in the world but not of the world.”**

Let’s review this Dual Citizenship and our balancing act in both worlds.

**“Balance Sheet”** (*See graphic: The Dual Citizenship*)

The left side of the ledger lists the world’s standards or public perception. Our right side will list the Biblical standards or what we would also call the higher calling or even the values of Christ from the Word.

A great example of deceit would be, “You don’t have to thank your employees for a good job, they know that you appreciate them,” or “if you want to run a profitable business, you have to be honest most of the time.”

If you ask the typical business person, “What is the purpose of business?” What would they say? They’d say, “Make a profit.” The true purpose of a business is to satisfy the needs of a customer, to find the need and go and fill it. Profit is the just results of good service and quality. Rarely do people go into business to make a profit.

**“True Wealth” is not a measure of success but of responsibility.**

Unfortunately, the egotism of a CEO, in time, will significantly damage his ability to lead.

It’s the same story which appears in the media these days when greed and egotism end the career of many talented executives.

We still have to prove to the banker that our projected profitability will be there (in the world).

Those are the world’s standards; we have to live by them.

We are called to “be in the world, but not of the world.”

**Matthew 10:16 - ...be wise as serpents and innocent as doves.**

**Dwight Eisenhower** said, “Sometimes plans are worthless but the process is priceless.” Developing your mission is important but He wants the higher calling of understanding His vision and purpose.

**Proverbs 16:9 – In his heart a man plans his court but the Lord determines his steps.**

**Examples:**

**Linda Rios Brooks** – led a group of investors to buy a local TV station. Their mission was to provide viewers with a balance of conservative, traditional Christian programs. The Jerry Springer folks lobbied and entertained her to convince her of the show's value.

A “God idea” raced into her heart in running the show. “If you are in a crisis and need help, for counseling call...” The switchboard lit with thousands of calls.

Planning and organizing is definitely good, but it's God's intent for us to first repent, pray, and then plan.

**Paul Robbins** – employee had filed a sexual harassment lawsuit. His peer group of CEOs decided to go to Paul's office and pray for him. Andy prayed, “Lord, we also pray for Lois, we forgive her and ask you to heal her of a broken heart.” Later they discovered she did not follow through with her charges in court. Paul came back to tell, “I went from hating Lois to feeling compassion. The Lord convicted me to pray for Lois every day. The Lord changed her heart and mine too.”

**Matthew 6:24 – No one can serve two masters... you cannot serve both God and money.**

**Romans 12:2 – Do not conform any longer to the patterns of the world, but be transformed by the renewing of your mind. Then you will be able to test and approve what is God's perfect will – His good, pleasing and perfect will.**

**It's twice as hard to be a Christian in business.** It's almost like being a double agent – you know the secrets of the enemy and we know the secrets of the people we are serving. We have to have loyalty to the One who created us.

We have to watch out for deceit which is characterized by combining half-truth with half-lie. It is the number one trick and tool of the enemy to keep us off course. Evil wants us off course.

The “**truth will set us free.**”

**Examples:**

In the 80s, **Chik-Fil-A** profits were down for the first time in the company's history, so they were deeply concerned. They got together for a three day strategic meeting to pray and plan together. What emerged was not a new plan about growth and profits, but a deeper commitment of their company to serve Jesus Christ. They committed to display the mission statement in every restaurant, and at the front entrance of their corporate headquarters. Sales regained their rapid growth.

**Bud Toole** - operated his own financial planning firm in Florida. In the mid 80s he was invited to go behind the Iron Curtain into communist Russia to smuggle some Bibles with him. He was putting his business and career on the line. He might not have returned. When the wall came down, he returned at least three times a year and has been responsible for starting over 100 churches with trained Russian pastors, preaching the Word of God in their own facilities.

**Dennis Doyle** – a real estate developed in Minnesota. Because of his gifting, credibility and negotiating skills he started to reach out to the needy using an excess warehouse space. Within 3



years, his small staff has been shipping over \$150 million worth of products a year to needy locations overseas.

**AJ Hollingsworth's** grandfather was a sharecropper in Mississippi. He went into the packaging business and experienced tremendous success, yet he lost it all years later. Today, recovered, restored and forgiven, he ministers and prays inside and outside his business with 1500 employees, national clients and 6 plants around the country. God told him, "You take care of my business and I will take care of your business."

The Lord says we can't serve two masters; we're either for Him or against Him.

We can't be yoked with an ox and a horse.

**"Pray like it all depends on God and work like it all depends on you."**

The Lord has controlling interest, 51% of the stock. The Lord is our Creator and Ultimate Provider. He has controlling interest in our company.

Jim Dinsmore asks, Which WAY do you go? (*See graphic*)

**Bill McCombes** may have best summarized the Lord's heart when he heard the Holy Spirit say to him one day, "It's not the accomplishment of your mission in your business that's important. It's about what the mission accomplishes in YOU and those you touch."

**The Dual Citizenship**

**- The Balance Sheet -**

**World's Standards**  
(Public Perceptions)

Pursue growth

Seek money / profits

Use ego / power

Achieve fame, success

Acquire possessions

Self-centered, self-made

Pursue goals / results

Cash is king

Talk / impress

**Bible Standards**  
(Be led by the spirit)

Grow by obedience

Be Fruitful

Be humble

Achieve Significance

Seek treasures in heaven

Servant heart

Pursue relationship

Be a good steward

Listen / pray

Which WAY do you go?

Our Way

My Company

Performance First

How Much Can I Make?

Personal Success

Pleasing Man

Living in Daily Fear

Short Term Gain

Uncertainty

Profit over Principle

God's Way

His Company

Servant's Heart

How Much Can I Give?

Helping Others Achieve

Pleasing God

Living with Hope

Lasting Legacy

Trusting God

Principle over Profit



By Jim Dismore - Kingdom Way

## ***Lesson 5 Dual Citizenship***

Webster defines “**dual**” as having or composed of two parts or kinds, like or unlike; double; two fold such as a dual nature.

In theology, the word “**dualism**” has the definition of a) the doctrine that there are two mutually antagonistic principles in the universe, good and evil and b) the doctrine that man has two natures, physical and spiritual.

Webster defines “**citizenship**” as the status or condition of a citizen; the duties, rights, and privileges of the status. A citizen is a member of a state or nation, who owes allegiance to it by birth or naturalization and is entitled to full civil rights.

In this lesson we will see how man's two natures, his natural or worldly nature and his spiritual nature are in contrast and the need to find ‘balance.’ **By birth, man is a member of the human race, following the genealogy of Adam. By re-birth, man becomes a citizen of the Kingdom of God following the genealogy of Jesus.**

Let's look now at how we can operate in the world and yet maintain a godly influence in our business setting.

---

### ***Personal Study: Dual Citizenship***

John relates the story that Ray Kroc told a business associate that his personal mission in life was to first serve God, then second to honor his family and third his business. Except when he got to the office, and then first became his business as the driving force, then his family and then God got third place. Do you change principles or priorities based on your setting or situation? Is this called "situational ethics?"

---

---

In your work environment, how do you prioritize these three areas? (1, 2, 3) Why?

**Family** \_\_\_\_\_      **God** \_\_\_\_\_      **Business** \_\_\_\_\_

---

What about when you are at home, what are your personal priorities? (1, 2, 3) Why?

**God** \_\_\_\_\_      **Family** \_\_\_\_\_      **Business** \_\_\_\_\_

---

---

## ***Biblical Insight***

James 1:5-7: says, *"If any of you lack wisdom, let him ask God, who gives to all liberally and without reproach, and it will be given to him. But let him ask in faith with no doubting, for he who doubts is like a wave of the sea driven and tossed by the wind. For let not the man suppose that he will receive anything from the Lord; he is a double minded man, unstable in all his ways."*

By flip-flopping between priorities at work and in your personal life you will become double minded. Can you totally trust God with your business and professional life?

---

---

## ***Answer and Reflect***

The Bible says that we are to be, "Be IN the world but NOT OF the world." Being "OF" the world refers to taking on the world's character, or worldly attitudes of selfishness and self-centeredness. Do you believe that by following godly principles, that you can be successful in business today?

---

---

It seems that we have come from "if it feels good do it" to "everybody else is doing it so it must be okay," to "I don't care what anyone thinks. I'm going to do it my way, anyway." Do you believe that there are absolute truths, principles and laws that must be followed to achieve success in business?

---

---

## ***Ask Yourself***

Can businesses make a profit by lying, cheating and misrepresenting? In the short term or long term?

---

---

This leads to a critical question: "How do you define success?"

---

---

How does the world define success?

---

---

Are profits a measure of success? Why or why not?

---

---

What are some of the standards of godly success?

---

---

### ***Ask and Pray***

What experiences have you had in the marketplace that either you or others were self-centered, deceitful or operated worldly? What was the end result of this behavior?

---

---

Matthew 6:19-21, *"Do not lay up for yourselves treasures on earth, where moth and rust destroy and where thieves break in and steal; but lay up for yourselves treasures in heaven, where neither moth nor rust destroy us and where thieves do not break in and steal. For where your treasure is, there your heart will be also."*

Remember John's definition of true wealth. **"True wealth is not a measure of success, but of responsibility."**

### ***Let's Review***

John states that there is a "balance sheet" we are being judged by whether we know it or not. Whether we believe in His principles and laws or not, our outcome is affected by the choices we make in our behavior and our attitude. Do you know anyone in business making significant profits by taking advantage of customers? Will this provide for long term financial success?

---

---

When thinking about your customers and suppliers, does someone come to mind that you feel has exhibited good character and moral attitudes? Does someone else come to mind who has struck you as having weak character and questionable moral behaviors?

---

---

### ***Personal Challenge***

In your business situation, are there any worldly standards that you feel you must follow even if they violate your conscience? Examples are fudging on invoices, raising prices without telling the customer, shorting an order or exaggerating the warranty?

---

---

Have you or your organization practiced some of these principles?

---

---

Matthew 10:16 says, "***To be wise as serpents and innocents as doves.***" What does the Scripture mean to you and how do you apply this to your organization?

---

---

### ***Ask Yourself***

Motive and heart attitude are the key ingredients in understanding the concept of being a dual citizen. In the video, John states that, "**on the left side of the balance sheet, it says pursue goals and achieve results and of course, God wants us to do that. But he also wants us to look to the other side about pursuing relationships. Because it's about relationships that change lives by His higher standards.**" What relationships must be pursued and why? Is achieving goals more important than pursuing relationships?

---

---

Proverbs 16:9 says, "***In his heart a man plans his course, but the Lord determines the steps.***" Dwight Eisenhower is quoted as saying, "Sometimes plans are worthless but the process is priceless." Do these statements overlap, mean the same or are they different? How do they apply to your planning process?

---

---

Being opportunistic is always good but God wants us to maintain the right character through that process. How do you know if you are maintaining the right character?

---

---

### ***Personal Application***

Do you remember the Linda Rios Brook story? She was faced with doing something that was against her principles. She struggled with the decision. What did she do to get a peace about the decision?

---

---

She states, "The Lord knows how to take a negative and turn it into His greater plan." She had a God idea come into her heart, because she took time to seek Him and listen for His answer. Does this witness to you, when faced with a crisis or negative business situation? When in this situation, what should **you** do?

---

---

Review the story of Paul Robbins in the lawsuit filed in Puerto Rico against his company. What were the critical steps taken that resulted in a changed life?

---

---

### ***Biblical Parallel***

Matthew 6:24 states, "no one can serve two masters; you cannot serve both God and money." Romans 12:2 says, "***Do not conform any longer to the patterns of the world, but be transformed by the renewing of your mind. Then you will be able to test and prove what is God's perfect will, His good, pleasing and perfect will.***" It is not easy to give up our worldly ways. Some say it is too difficult to reject the patterns of the world and "wholeheartedly" trust the Lord. Have you had a personal experience of not doing what seemed best in the natural sense, but stepped out in faith and followed godly principles, contrary to even expert advice, and then seeing God answer, above and beyond your expectations?



---

---

---

Based on the video, why is it "hard" being a Christian business person?

---

---

Is not telling the whole truth, the same as lying? Is omitting something the same as lying? Does the end justify the means?

---

---

### ***Personal Challenge***

John 8:32 states that "*And you shall know the truth and the truth shall make you free.*" In your professional setting, have you seen a person or company take a financial hit, for telling the truth and being honest? In the long run, did the truth payoff?

---

---

### ***Illustration: Chick-Fil-A***

When Truett Cathy and his board were faced with declining sales, what did they do?

---

---

They had all the correct worldly ingredients: good food, good service, and good management. What does Truett say was the key to seeing the sales and growth to increase again?

---

---

Referring to the balance sheet, it is more than just performing on the left side of the balance sheet with excellence such as good sales and marketing strategies. For a Christian, it is what is on the right side of the balance sheet that is critically important or perhaps more important because of the Lord's leading. What are the two key ingredients John mentions?

---

---

## ***Diamond Back Example***

What did Jerry Colangelo say was his reason for offering catcher Jorge Fabregas \$2.9 million?

---

How does this line up at the right side of the balance sheet?

---

## ***Ask and Pray***

John provides three stories that relate to businessmen serving the Lord, outside their normal products. What are some areas for Christian service outside your normal course of business activities would be interested in considering? What steps can you take to become involved in these activities?

---

---

What could be the positive outcome of this pursuit?

---

What are some of the potential roadblocks?

---

Who could you go to for advice on this?

---

## ***Equally yoked?***

What does it mean to be unequally yoked with a partner or in a business situation?

---

How can this happen in a business setting?

---

Have you been or are you now unequally yoked?

---

## ***Biblical Insight***

What does the Bible say concerning this?

---

---

What did you do, or what should you do now to change the situation?

---

---

What are some of the hindrances outlined in the video that prevent executives from changing and fully believing and operating in the godly principles discussed here?

---

---

### ***Personal Contemplation***

John has a sign in his office which states: "**Pray like it all depends on God and work like it all depends on you.**" Being a Christian business person, as John stated in the beginning of this lesson, may make it twice as hard. You have to work twice as hard and follow good moral and character principles **in** the world, but as a Christian you are **not of** the world, you have to seek heavenly guidelines, that are established in the Bible.

### ***Illustration: Jim Dinsmore***

In the video, Jim Dinsmore provided some stimulating questions for us to consider.

- Is it your company, or the Lord's company?
- Do you place performance first, or a servant's heart?
- Is it how much you make, or how much you can give?
- Is it your success, or helping others achieve their success?
- Is it living in fear, or living in hope?
- Is it short-term gain, or lasting legacy?
- Is it facing anxiety, or practicing patience?
- Do you place profit over principle or principle over profit?

### ***Personal Discernment***

Bill McCombes may have best summarized the Lord's heart when he heard the Holy Spirit say to him: "**It's not the accomplishment of your mission in your business that's important. It's what the mission accomplishes in you and those you touch.**"

As you focus on your mission, allow the Holy Spirit to touch your life with His love, His direction and His destiny for your life.

## Separating the Wheat from the Chaff – Chapter 6

### Video Highlights

The world and public perception have its rationales for success and failure in business.

Our Creator seeks for us to serve His Will, His Grace and His Character and spiritual heartfelt principles.

Guiding scriptures:

**James 2:17** – Faith without works is dead.

**John 15:5** – Apart from Him, we can do nothing.

There are patterns of success and failure that line up with:

- His Grace
- His Timing
- Fruitfulness

Pain, suffering and underserved success is allowed because of His greater purpose. He guides, leads and prepares us for our higher calling.

We learn by:

- Trial and error
- Pruning
- Wake-up calls

Lessons of adversity can bring accompanying humility.

#### Examples:

**Mary Kay** – After her boss hired a man to oversee her sales department, Mary Kay turned her experience into a “dream company” based on Christian principles.

**Ray Kroc** – Took a struggling milk shake business and approached the McDonald’s brothers with the vision to franchise, which they agreed to do with Ray.

**Steve Strang** – Created a magazine for his church while working as a reporter for the Orlando Sentinel. When the magazine took off, he took it over, paid the church and has a successful publishing business.

The foundational role in the life cycle of a business is based on the three cornerstones of character, moral and spiritual truth.

God has an order and design by His principles and His spirit. He is constantly facilitating changes, including adversity, to increase our faith.

Ichak Adizes, author of The Corporate Lifecycles of a Business, shows bell curve patterns that influence the typical business cycles of growth and decline. The book, however, does not include the Lord's plan, intent and influence on leadership. The stages included in the model are:

1. Courtship
2. Infant (Example – John Reinhold, Founder of Christian Care Ministry)
3. Go-Go (Example – James Kraft, Founder of Kraft Foods)
4. Adolescence
5. Prime
6. Stable

**Example:**

IBM experienced years of rapid growth in the 1980s, but the market changed with the PC and IBM chose to continue to keep their focus on mainframe computers. Through arrogance, greed, and not listening to the customers, IBM was forced to downsize more than 200,000 employees and top executives either took early retirement or lost their jobs.

80% of small businesses fail or close within the first 5 years (Small Business Administration)

God calls us to be humble.

**Proverbs 3:34** – He mocks the proud but gives grace to the humble.

To build a lasting business we must be spiritually teachable, moldable and humble. We have to keep the mentality of a young and hungry company – understanding what it takes to love the customer and find the ways that we can serve, respect and value them. This is how we are working spiritually through the character and moral principles.

**Example:**

**Jim Jones** – As a young entrepreneur, Jim Jones experienced great success at a young age. However, over an 8 year period he lost it all. His rapid success made him feel invincible, and his “never surrender” attitude caused him to seek more capital in a shrinking marketplace. This put him at a disadvantage since he could not realistically compete with the price slashing of major chain stores like Wal-Mart.

Every successful entrepreneur has to struggle through hard times.

**James 4:10** – Humble yourselves before the Lord and He will lift you up.

Overlaps between the Life Cycles and Three Cornerstones:

- Humility requires openness and teachability vs. pride
- During **Courtship** and **Infant** stages, companies typically have to use their character calling, step out in faith/take risk while remaining humble and hungry
- During **Go-Go** and **Adolescence** stages, companies face more pride yet need to build teamwork.

- During the **Prime** and **Stable** stages, companies tend to get caught up in pride and try to prevent the down turns of the life cycle by working to protect assets. Instead, this is the time to step out in faith and take on more risk. They need to have the heart of the Spirit and Character Heart of God.

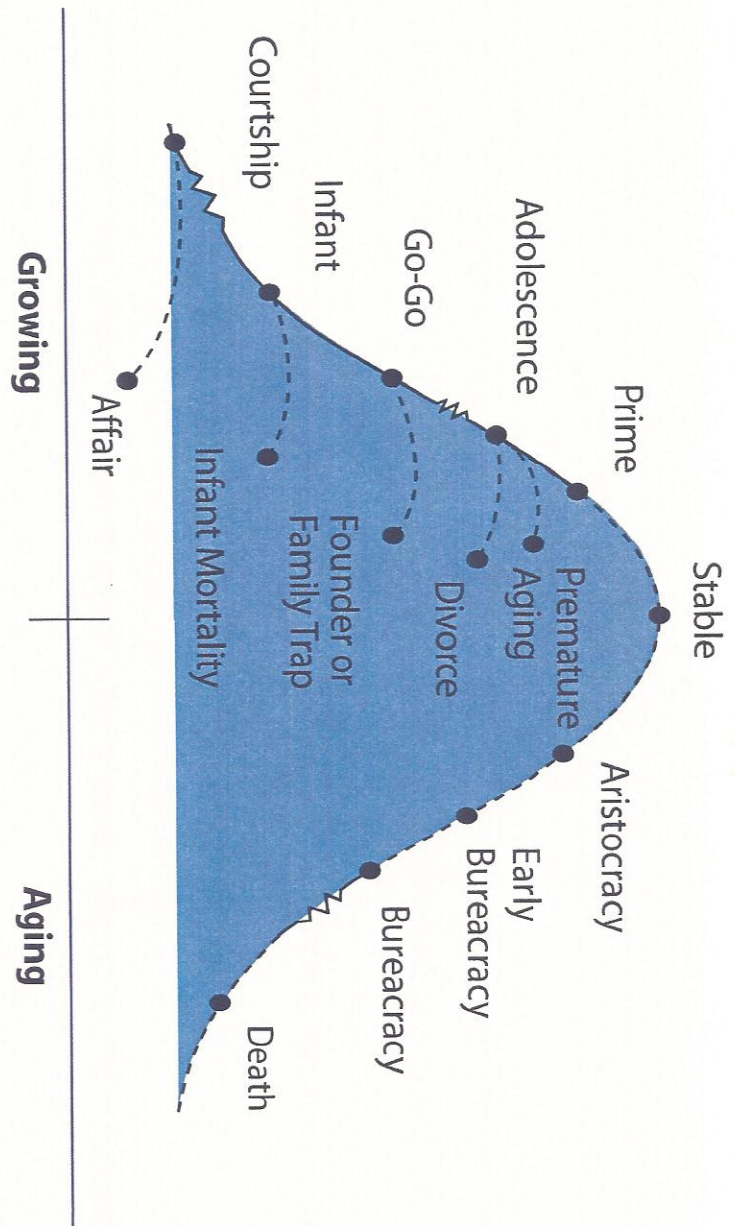
**Proverbs 19:21** – Many are the plans in a man’s heart, but it is the Lord’s purposes that prevail.

**Proverbs 21:30** – There is no wisdom, no insight, no plan that can succeed against the Lord.

God’s plan is for the world to come together using His principles and His people to change the world, to know His will, and to relinquish our will to Him.

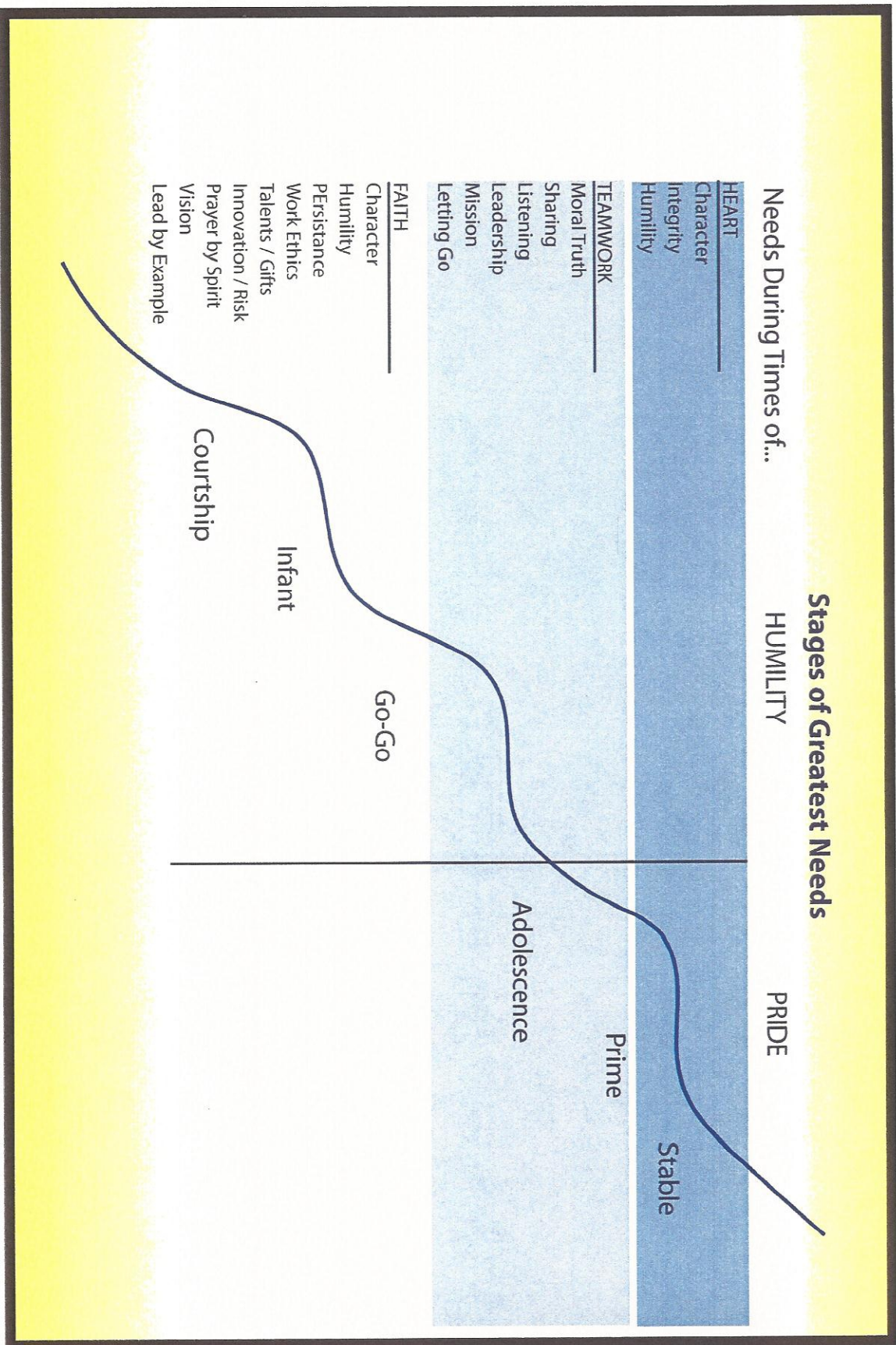
*Separating The Wheat From The Chaff*

**Humbleness Leads To Openness**



Ichak Adizes, Author of  
"Corporate Life Cycles"

# Separating The Wheat From The Chaff





## ***Lesson 6 Wheat and Chaff***

In Bible times the wheat and chaff grew together. The harvester would cut and throw them both into a shallow pit. Then the wheat and chaff would be thrashed or beaten with rods to loose the grains of wheat. Next, they would take a pitch fork type of tool and toss the wheat and chaff into the air. The chaff, being lighter than air, would be blown away while the wheat being denser would fall back into the thrashing floor. The grains of wheat would then be collected and taken to the granary to make flour. Even though the grain "did nothing wrong" and was to be "saved", it still got thrashed, beaten, and tossed to the wind, before it was usable.

In this lesson we will look at separating the wheat from the chaff through the cycles of business success and failure.

---

### ***Personal Study: Separating the Wheat from the Chaff***

James 2:17 states, "*faith without works is dead.*"

How do you think that God separates the wheat in our lives and businesses, from the chaff? The wheat is more than just success and the chaff is more than just failure. Consider wheat as doing things God's way as explained in our lesson on Dual Citizenship versus doing things in a worldly way. Has success or failure help you reach your destiny more? Explain.

---

---

### ***Personal Challenge***

At times, with a plant or a tree we have to cut it back so that it gains strength and grows better in the future. The book of John 15:1-8 states, "*I am the true vine, and My father is the vine dresser. Every branch in Me that does not bear fruit He takes away; and every branch that bears fruit He prunes, that it may bear more fruit. You are already clean because of the word which I have spoken to you. Abide in me, and I in you. As the branch cannot bear fruit of itself, unless it abides in the vine, neither can you, unless you abide in Me. I am the vine, you are the branches. He who abides in Me, and I in him, bears much fruit, for without Me you can do nothing. If anyone does not abide in Me, he is cast out as a branch and is withered and they gather them up and throw them into the fire and they are burned. If you abide in Me, and My words abide in you, you will ask what you desire and it shall be done for you. By this My Father is glorified, that you bear much fruit; so you will be My disciples.*"

Are there areas in your business that need pruning? How important is it to have God on your side in business?

---

---

John states that some of the greatest businesses have started through lessons of adversity and accompanying humility. If we look at the life of the apostle Paul, who was credited with writing two thirds of the New Testament, we can note that he had many "bad hair days." He was shipwrecked, beaten, stoned, put in prison to name a few. Yet his contribution to humanity is incredible. What painful experiences, suffering or brokenness have you been through that has resulted in good or God's higher purpose being revealed in your life?

---

---

### ***Illustration***

In the examples of Mary Kay, Ray Kroc, and Steve Strang, what are the common denominators? How can you apply this to your business?

---

---

John states that God wants us to grow closer to His purposes for our lives. He is constantly facilitating change to bring us closer to Him. We often face trials, struggles, adversity and pain which forces us to make the choice: to trust God totally or do it our own way. It has been said that without a test, there is no testimony. Without a battle there is no victory. If you are in a test or a battle, struggling and suffering, what should you do?

---

---

In business we are faced with many difficult decisions. Should we hire additional staff, raise more capital, minister to our people, cut our losses, open a new branch, or should we even shut down? When we come to the fork in the road, there are a number of choices and options. What is the first and most important thing that you should do when faced with decisions such as these?

---

---

## ***Ask and Pray***

If we have found that we have gone through the wrong door or made the wrong choice, what should we do? Why?

---

---

God is such a loving, patient and caring God. He will use every experience, every failure and every success to help us see His purpose and His destiny for our lives and business. John uses the model of business life cycles from the book, **The Corporate Lifestyle of a Business** by Ichak Adizes, to demonstrate the parallels of God's influence, intent and plan for our life and our business. How could you apply this model to your current business situation?

---

---

Consider the story of John Reinhold. Two business failures led him to a broken heart and a complete surrender to Christ. What has occurred in your life that has caused you to surrender your life to Christ?

---

---

Brian Tracy says, "Many CEOs go broke because they don't subject their ideas and their thinking to possible criticism." Has pride or fear kept you from sharing ideas and plans with others that may have prevented a project or business venture from being successful or caused an early failure?

---

---

Are there areas that you should seek wise counsel or subject your ideas to people of experience for their constructive criticism? What are these areas? Who should you seek?

---

---

## ***Ask Yourself***

In a time of total frustration, James Kraft yelled out to God and said, "I don't want to have anything more to do with this." The Spirit of God spoke back to him and said, "Your problem is you have not listened to Me in what I have called you to do to develop this business!" James

Kraft had to get frustrated and fed up to the point of quitting, before he was open to hear God's voice. What did James Kraft begin to do to try to listen to God? What can you do?

---

---

What should you do to listen to God's voice?

---

---

Do you think that God sees our failures the same way we see them? Explain.

---

---

### ***Pray and Reflect***

#### **The past does not equal the future.**

Bill Oncken, the noted visionary and management consultant from Dallas said, "Many CEOs keep their eyes on the past, the things they have done well. Those things they have degrees for, won awards for, rather than turning around to face "head-on" the unknown and the things they do not do well yet, to face the future and His divine plan rather than their own. There is a real fear to change for many leaders." The past does not equal the future. Past failures do not equal future failures. Past successes do not equal future successes. Are there any past failures that seem to have you trapped? What changes can you make to correct this?

---

---

Are you afraid to fail? Why? What is holding you back? Look to the root cause.

---

---

Are you afraid to succeed? What must you do to identify and face these issues and move into God's plan and destiny for your life?

---

---

---

---

Looking at the overall **Lifecycle Model of Business**, where are you in the cycle?

---

---

What must you do now, to progress to “maturity”?

---

### ***Personal Clarification***

Many times our business or professional life can be so demanding that we fill our days and nights with busyness and activity, doing things, instead of being who we are called to be in Christ. Peter Senge, the famous MIT professor and author, says, "At this stage, company CEOs spend 90% of their time making their companies look good for investors, not being good. Managers spend their lives making their little department look good, not working for the good of the company." Are you "**looking good**" for the world instead of "**being good**" for the Lord? The Bible refers to people like this as hypocrites - hiding behind smiling faces and false financial statements. Has the "chaff" of busyness taken its toll on your life and your walk with God?

---

---

Good intentions are not enough. The rich young ruler had good intentions to follow Jesus, but when required to give up his worldly riches, he failed the test. What do you need to "give up" in order to succeed with God? What chaff are you willing to throw into the wind, so that the wheat of God's life in you will reign?

---

---

### ***Biblical Parallel***

James 4:10 says, "***Humble yourself before the Lord and He will lift you up.***" Humility is about openness, being teachable, and seeking the truth versus being in pride.

In Proverbs 3:34 the Bible states, "***He mocks the proud but gives grace to the humble.***"

IBM became arrogant and proud. You can never get too big or too small to allow pride and a haughty spirit to take over. John suggests that the Lord is saying, to build a lasting business, we must be spiritually teachable, moldable and humble. What are the characteristics of a humble heart?

---

---

## ***Personal Application***

Who do you know, as a leader or a mentor, that has a humble spirit? What have you learned from them? How can you include them in your current situation?

---

---

---

Proverbs 27:24 – ***“For riches do not endure forever, and a crown is not secure for all generations.”***

Review the story of Jim Jones who had over 30 retail stores. He felt invincible with a never surrender attitude. He thought he could overcome a major change in the marketplace. Do you think that God wanted him to fail? Why or why not?

---

---

## ***Ask Yourself***

The fact is that God provided an opportunity for him to "cash out" for a significant seven-figure amount, but his stubbornness kept him trying to force it to work. What should he have done differently? What can you learn from this example?

---

---

Proverbs 19:21 states, ***"Many are the plans in a man's heart, but it is the Lord's purposes that prevail."*** How does this apply to your business?

---

---

Proverbs 16:3 says, ***"Roll your works upon the Lord (commit and trust them wholly to Him; He will cause your thoughts to become agreeable to His will, and) so shall your plans be established and succeed."***

## ***Biblical Parallel***

Psalm 139:1-10 tells us of God's plans for us from our conception.

***“O LORD, you have searched me and you know me. You know when I sit and when I rise; you perceive my thoughts from afar. You discern my going out and my lying down; you are familiar with all my ways. Before a word is on my tongue you know it completely, O LORD. You hem me in—behind and before; you have laid your hand upon me. Such knowledge is too wonderful for me, too lofty for me to attain. Where can I go from your Spirit? Where can I flee from your presence? If I go up to the heavens, you are there; if I make my bed in the depths, you are there. If I rise on the wings of the dawn, if I settle on the far side of the sea, even there your hand will guide me, your right hand will hold me fast.”***

If we recognize that God has a plan and a purpose for our life, including our business life, what can we do in order to fulfill His purpose in our life?

---

---

## ***Review and Reflect***

Proverbs 21:30 states, ***“There is no wisdom, no insight, no plan that can succeed against the Lord.”***

God's wisdom, God's insight and our ability, openness and desire to hear His voice and be obedient and humble before Him, are the keys to allowing God to remove the chaff from our life and from our business. As we allow the chaff to be removed, it gives place and room for the wheat to be planted and grow resulting in a 30, 60 or hundredfold return for our efforts. What are the next three steps you will take in order to apply this lesson to your business?

---

---

Allow yourself some quiet time and ask the Holy Spirit to reveal the chaff that's in your life and in your business.

## Refining Silver and Gold – Chapter 7

### Video Highlights

**Bill McCartney** tells the story as former head coach of Colorado University.

I was way out at the end of the practice field watching the players. One of my trainers starts trying to get my attention. “Coach we need you! But coach, it’s Sports Illustrated.” I moaned and groaned. Things start running through my mind, maybe they want to write an article about me or how we should be ranked number one again. The caller says, “Mr. McCartney, this is Sports Illustrated calling. Your subscription has run out.”

**Misperceptions, self-centered think, inflated ego**, “believing your own press clippings” - the mindset that pride comes from. We all have pride. He allows us to be broken, set aside our selfishness, and think of Him as our guide.

Pride in the dictionary:

- It is an unduly high opinion of ourselves
- Exaggerated self-esteem; we can relate to that
- Haughty behavior
- Arrogance or self righteousness
- Egotism
- Pride in our accomplishments

“Egotism is our best asset but eventually becomes our greatest enemy.”

Pride is reinforced by the world’s concept of self-esteem or self-confidence, self control, “self-made man image.” Controlling their own destiny. “I did it my way.”

Pride is often perpetuated by fear.

Our pride often speaks out in defensiveness and even in denial.

Fear might be that we’ll be found out that we have been wrong or look stupid. Old mindsets are hard for us to break. The enemy wants us to follow that pride, miss the fork in the road. When we miss His leading, the fruit is never the same.

Another fear is letting go. Corporations will teach us to manipulate.

The truth is that we were never in control.

The truth is that the Lord has been the one leading us to customers and allowing us to achieve this financial success, not ourselves.

Success can be our worst teacher. It can create false images.

He’s more interested in what you are doing with those resources. How you steward, serve and shepherd your flock of employees or customers. What you are going to do through changing people’s hearts. And to have this personal relationship with Him.



**9 Roots of Prideful Thinking:**

1. **Invincible thinking**
2. **Blind ambition**
3. **False confidence**
4. **Control freaks**
5. **Fear of being taken advantage of**
6. **Self dependency**
7. **Stubbornness**
8. **Preconceived images of what's right**
9. **Fear of change**

Johari Window (*See graphic*)

**Open Area** – common ground – mutual areas of trust – feel comfortable with someone in community

**Blind Spots** – ignorant about or lack of information about. Pride and blind spots keep them in this false confidence. It shuts down their willingness to listen.

**Hosea 4:6** – **My people perish from a lack of knowledge.**

**Proverbs 16:18** – **Pride goes before destruction and a haughty spirit before a fall.**

**John Beehner** – “The biggest mistake of my life was pridefully assuming I was on the right path. It was God’s tool. It was Him allowing this to happen through me. Needed to be broken even deeper, stripped of that pride. Deeper in relationship with Him. Humility helped me make “course corrections.”

**Facades**

It can be pure stubbornness or self-dependency attitude. They’ll cover up their weaknesses through denial. Fear of being embarrassed again – “looking stupid.”

The Lord does not want us to lose our aggressiveness or willingness to take risks, but He wants us to be meek and follow in His ways and plans.

**Psalm 23** – **The Lord is our Shepherd**

He also plans for us to be like shepherds, not like self-sufficient kings.

**Ken Blanchard** – **“People with humility don’t think less of themselves, they just think of themselves less. They aren’t out to prove to other people or themselves.”**

**Example:**

**J.C. Penney** – beginning in 1902 he built a very successful business in a very short period of time. By 1917 he had 175 stores. He was 48 years old. He believed he had reached the pinnacle of success. On his own he started some new ventures in Florida, but in 1929 the stock market crash reduced his net worth by 81%. He was broke. Eventually the pride, guilt and greed he accumulated took its toll. The disappointment and stress caused him to become increasingly ill. He had shingles and he got worse and worse.

A doctor friend said, “Jim, let’s take you to the hospital.”

In the hospital he felt sure he would die that night. He cried out to God and asked for forgiveness for what he'd done and all the money he had lost and all the mistakes that he'd made. He wrote a letter to his wife and to his children to ask for forgiveness.

Fortunately, he fell asleep, woke up the next morning and heard music. He heard scripture, singing, and the Spirit of God began filling him. He felt the power of God come completely over him.

J.C. Penney walked out of the hospital within 5 days completely healed. He had recognized that all the fame, all his fortune and all his company success came from God. His pride had been broken. He discovered that his new mission, the calling on his life, was to be spent witnessing to the power of God's grace.

**Last windowpane** is titled “**Only the Lord knows the future.**” Yet, “when two or more are gathered in His name and seek His face – He will reveal Himself to us.”

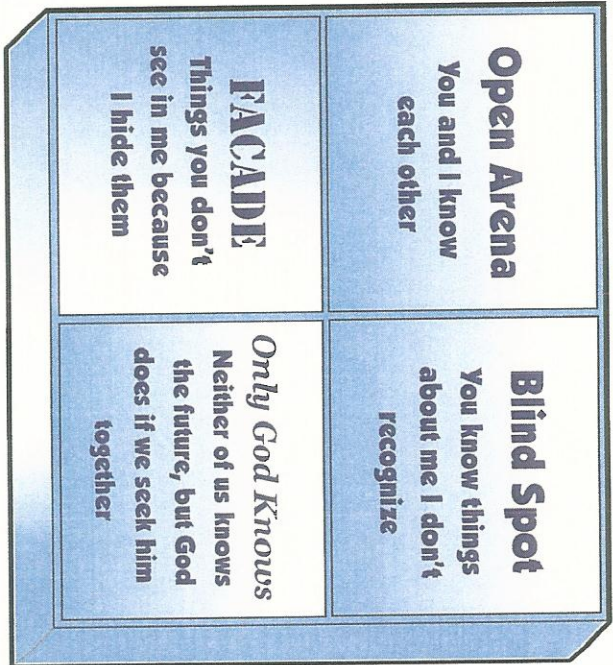
How much do we forgive? What would Jesus do? Principles can become our Law. Yet, it is the Spirit of the Law where we see that Jesus forgave and continues to forgive and doesn't condemn.

Why would God allow the Disciple Paul to go to prison? Many believe Paul's greatest writings were done in prison.

Our own pride and our self-centeredness, our blind spots and our facades, while keeping all communication areas open and channels open for us to know Him and receive His will.

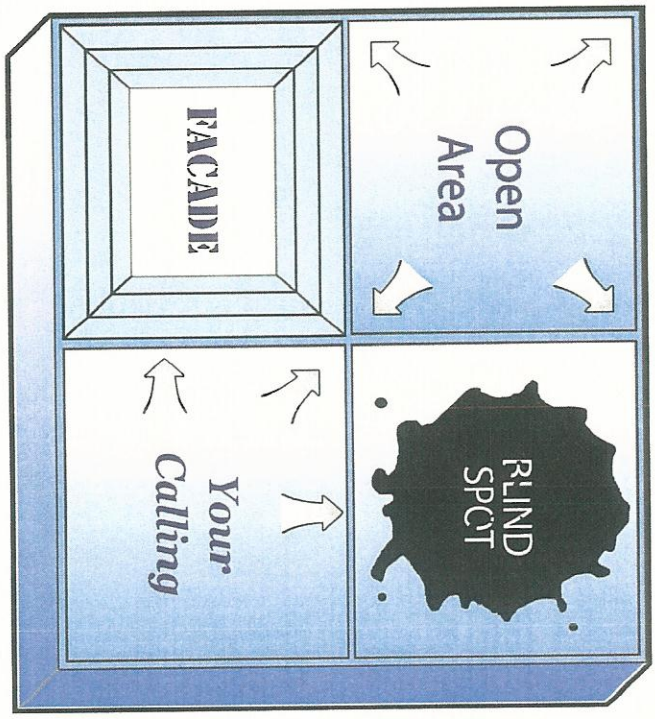
### The Key to Wisdom

*When two or more are gathered in His name and share from their heart, the truth reveals new wisdom and visions.*



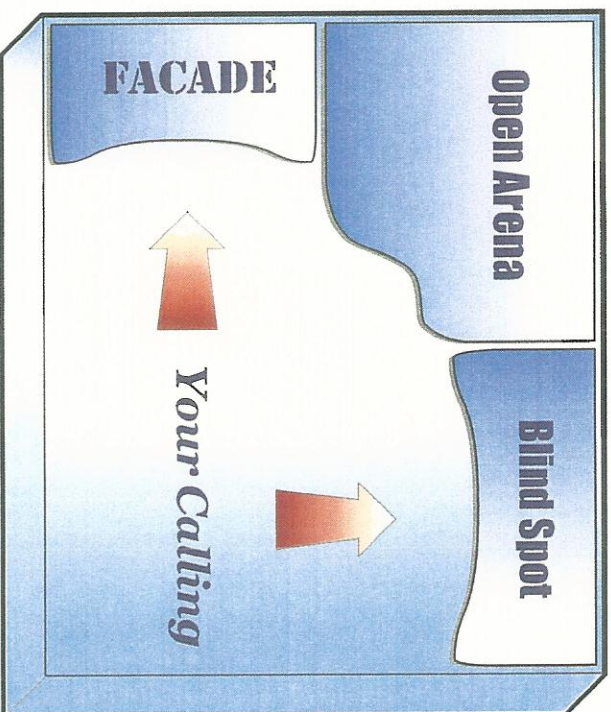
**Refining Silver and Gold**

---



**The Lord's plan to change you.**

---



## ***Lesson 7 Silver and Gold***

Webster defines **pride** as an overly high opinion of one's self; exaggerated self esteem; conceit, haunting behavior; arrogance.

Webster defines **ego** as, the self; the individual as aware of himself; egotism, conceit. **Egotism** is the tendency to be self-centered or to consider only oneself and one's own interest; selfishness.

Webster defines **humility** as, the state or quality of being humble; absence of pride or self assertion. **Humble** is having or showing a consciousness of one's defects or shortcomings, not being proud, self assertive, but modest.

God desires for us to operate in humility, not out of our ego or a place of pride. In order to get gold that is pure, or silver that is pure, the Bible says that it must be refined in the fire seven times. In other words, God realizes that in order to get the impurities out of our life He may have to put us through the fire seven times (if we are slow learners). In this next lesson we will look at God's refining process as we build on The Solid Foundation.

---

### ***Personal Study: Silver and Gold***

#### ***Biblical Application***

In Acts 3:6, the apostle Peter, speaking to the crippled man, said, "***Silver and gold I do not have, but what I do have I give to you: In the name of Jesus Christ of Nazareth, rise up and walk.***"

What did Peter have?

---

How did he get 'it'?

---

Was what he had more valuable than silver and gold?

---

We can see that Peter had been refined by God's fiery refining process. What were some of the "fires" Peter went through?

---

---

Have you experienced God's refining fire?

---

---

The Scripture found in *Romans 12:3* reminds us about not thinking more highly of ourselves than we ought. *Paul writes, "For I say, through the grace given unto me, to every man that is among you, not to think of himself more highly than he ought to think; but to think soberly, according as God hath dealt to every man the measure of faith."*

### ***Let's Review***

Review the story of Coach McCartney and Sports Illustrated. Have you ever had a similar experience, where your concept of what was about to happen was 180° out from reality? How did you feel and what did you do? Has your ego ever gotten you in a bind? Explain.

---

---

Left unchecked, and without proper boundaries, our mind is a dangerous thing. What are some of the things that you do to keep your thoughts focused on God's plan for your life?

---

---

How do you deal with pride in yourself and others?

---

---

### ***Pray and Reflect***

The Bible says to trust the Lord with all your heart. How hard has it been for you to trust God totally with your business? Can you give any specific examples of when you trusted God and the outcome?

---

---

Pride, arrogance, self-righteousness, egotism and haughty behavior all falls short of God's best. Can you recall a time when these emotions captured your thinking? What did you do? What should you have done? What caused this to happen?

---

---

The Bible says *to humble yourself before the Lord and in due season He will lift you up*. How do you humble yourself before the Lord? Give an example from your work setting.

---

---

All good gifts come from the Father above. Do you consider your business a "good gift" from God? Why or why not?

---

---

### ***Personal Application***

The Bible says that we can not add even one inch to our stature or turn the color of our hair from black to gray. Who is in control anyway?

---

---

We want to be in control, call our own shots and make our own decisions, but we all must realize that every beat of our heart is in His hands. We must let go and let God have it all. In what areas of your life and business do you have control? In what areas are you out of control?

---

---

In what areas of your business do you need to release control to God? How will you do this?

---

---

Fear has been said to mean **F**alse **E**vidence **A**ppearing **R**eal. Scientists tell us that there are only two natural fears - the fear of heights and the fear of loud noises. All other fears are learned or spring out of deception. What are some of the fears you have had to face in your professional career or business? How did you deal with them?

---

---

Have you had a fear that prevented you from trying something new or expanding your business? Please explain.

---

---

### ***Personal Contemplation***

Do you have a fear of public speaking?

---

---

Fear of financial ruin?

---

---



Fear of getting caught for misrepresenting something?

---

### ***Ask and Pray***

The Bible says that the fear of the Lord is the beginning of wisdom. This type of fear could be referred to as reverential awe. Do you have a 'fear' to trust God completely? Are you afraid to let God lead, guide and direct you in your business affairs?

---

---

What do you think it will take for you to fully trust the Lord with all your heart for your business and professional life?

---

John suggests that pride can become a spiritual stronghold. How would you describe the spiritual stronghold of pride?

---

Do you recognize any other possible strongholds in your life?

---

As we learned in the last session, rapid success can be a terrible teacher. Why is this?

---

### ***Personal Discernment***

When you know that God is moving you on to the next calling in your life, what are two key things that John says are necessary? Have you experienced this?

---

---

The Bible says to whom much is given, much is required. John says that even though we must pay attention to the numbers, the cash flow and profitability, God is more interested in what you do with these resources. What are some of the important things you must do and acknowledge along these lines?

---

---

## ***Personal Insight***

Pride is the opposite of humility. Its roots are bred in deceit. Below is a list of some of the underlying roots of pride. To the right of each word or phrase, provide an example or character trait that demonstrates the underlying attitude of this word or phrase:

Invincible thinking: \_\_\_\_\_

Always right attitude: \_\_\_\_\_

Delight in proving other people wrong: \_\_\_\_\_

Blind ambition: \_\_\_\_\_

False confidence: \_\_\_\_\_

Control freaks: \_\_\_\_\_

Fear of being taken advantage of: \_\_\_\_\_

Self dependency: \_\_\_\_\_

Stubbornness: \_\_\_\_\_

Preconceived images: \_\_\_\_\_

Fear of change: \_\_\_\_\_

## ***Biblical Insight***

Hosea 4:6 says, "***My people perish for a lack of knowledge.***"

Proverbs 16:18 says, "***Pride goes before destruction, a haughty spirit before a fall.***"

Psalms 23 says, "***The Lord is my Shepherd.***" Is He your personal Shepherd?

He wants us to seek Him first. He would much rather lead and guide us rather than continually redirect us through pain, suffering and negative experiences. Entrepreneurs and business people often have a mindset of independent thinking. Our thinking and our ideas must be submitted to God and allow him to lead and guide us. Are there areas in your thinking that you should submit to God? What are they?

---

---

Dean Sherman asked the question, "Are you a horse, mule or a sheep?" Sometimes to get the attention of a horse, you have to slap it upside the head and with a mule it's typical to use a 2 x 4, but a sheep is a good follower. At times you may have to be all three, but only under the direction of the Holy Spirit. There are times you may have to be like a horse and be aggressive and there are times to be like a mule and be stubbornly persistent but a good sheep will always

follow a shepherd. What aspects of your personality must you get under better control in order to be a better follower of the Lord Jesus Christ?

---

---

John states that we are called by the Lord first to repent, and to pray, and then to plan. What does it mean to repent?

---

---

### ***Spiritual Depth***

Review the story of J. C. Penney and his great monetary losses and subsequent illness. He desperately cried out to God and asked for forgiveness. He wrote letters to his wife and children thinking that he would never see them again. The next morning he had an experience with God. He recognized that all his fame and fortune and his company successes came from God. His pride had been broken. He came to a deeper relationship with God that changed him forever. He had a new mission in life. Have you had any type of similar experience with the Lord? Describe and explain.

---

---

What has been the outcome of this experience?

---

---

How does true humility come to a person's life?

---

---

In *Deuteronomy 32:3* the Bible tells us that vengeance belongs only to the Lord: "***Vengeance is Mine, and retribution, in due time their foot will slip; for the day of their calamity is near, and the impending things are hastening upon them.***"

When Peter asked the Lord how many times he should forgive his brother, the Lord said "***seven times seventy***". When Jesus was on the cross He said, "***Father forgive them, for they know not what they do.***"

## ***Personal Application***

John shares a story of an employer who had an employee actually steal money and clients from him. This employee started his own competing business. The employer lost some of his business and had to cut his staff. What should this employer have done?

---

---

What would you do if you were faced with the same situation? Why does God allow these kinds of things to happen to good people?

---

---

## ***Biblical Insight***

Read Acts Chapter 9 about Paul's conversion experience where he was knocked off his horse and blinded. To what extent do you think the Lord will go to get our attention?

---

---

Was Paul's will violated? Did God see a deeper calling in Paul's life?

---

---

God allowed Paul to go to prison. He also allowed Joseph to be thrown into a pit, be rejected by his brothers, put into prison and returned to prison again. Many of God's prophets were martyred. Peter had to give up his fishing business. How do your trials and tribulations measure up to these situations?

---

---

From examples that we see in the Bible and our own experiences in business, do you think that God has a bigger overall picture than our personal inconvenience or what we feel is important at the moment?

---

---

## ***Biblical Depth***

Luke Chapter 4:18 states, "*The Spirit of the Lord is upon Me, because he has anointed Me to preach the gospel to the poor; He is sent Me to heal the brokenhearted, to proclaim liberty to*

*the captives and recovery of sight to the blind, to set at liberty those who are oppressed; to proclaim the acceptable year of the Lord."*

Isaiah chapter 60:1 states, "*Arise, and shine; for your light has come! And the glory of the Lord is risen upon you.*"

It may be time for you to consider that the Lord has a plan and the destiny for you and your business. He is calling you to a deeper walk, a deeper calling, and a greater destiny for you and your business. Take time to seek Him in the quietness of prayer and be open and listen for His small still voice and the direction He will give you for your future.

Yes, as a Christian business person, the Spirit of the Lord is upon you and your business. It is time for you to arise and shine. Let your light so shine so that it brings joy and glory to your heavenly Father. Let the light shine forth from your business and let the glory of His presence be felt by everyone that deals with your business.

## Grace Full Business – Chapter 8

### Video Highlights

#### Understanding Grace

- **Justice** – when a person convicted of a crime receives the full sentence for breaking the law as determined by a judge or jury
- **Mercy** – when the convicted person receives less than their full punishment or some kind of reduced sentence
- **Grace** – when someone accepts the punishment for another person

In this world of sin, we need God’s forgiveness, and His willingness to overlook some of our mistakes so we can make progress and be fruitful. This love and forgiveness is from the grace and mercy of Jesus Christ – receiving of blessings that we really don’t deserve.

Through mistakes made early in life we don’t realize that we’ve been protected by God’s grace until later when we walk deeper in relationship with Him.

Bob Buford, author of Half Time, explained it this way to Ken Blanchard, who couldn’t see himself as a sinner and did not know Christ in a personal way. Bob asked, “Ken, do you see yourself as good as God?” Ken said, “No, God is perfect.” Bob continued, “Okay, on a scale of 1 to 100, let’s give God 100. We’ll give Mother Theresa 90, and a murderer 5. Ken, you are a decent sort and trying to help others. I’ll give you 75. Now the special thing about Christianity is that God sent Jesus to make up the difference between you and 100. That’s what grace is all about. It isn’t about deeds. If you accept Jesus as your Savior, no matter what your past has been, He covers your sins and brings you closer to 100.”

Ken Blanchard said, *“If we can begin to accept unconditional love from our Father, we set the stage for acknowledging His Grace all around us. Your focus no longer has to be out there with results, accumulations, power, acceptance, control, or earthly things. Now you can focus on your own sense of personal excellence and journey – how to live your life, according to God’s law, Grace and personal plans for each of us.”*

#### Scriptural Support

1. **Psalm 91** – the Shadow of His Wings
2. **Psalm 17:6-8** – I call on you, O God, for you will answer me; give ear to me and hear my prayer. Show the wonder of your great love, you who saved by your right hand those who take refuge in you from their foes. Keep me as the apple of your eye; hide me in the shadow of your wings.
3. Old Testament sacrifice of animals to atone for sins was replaced in the New Testament by the Blood of Christ, the Lamb of God
4. **Hebrews 9:26-28** – Then Christ would have had to suffer... but now He has appeared once for all at the end of the ages to do away with sin by the sacrifice of Himself. Just as man is destined to die once, and after that to face judgment, so Christ was sacrificed once to take away the sins of many people; and He will appear the second time not to bear sin but to bring salvation to those who are waiting on Him.
5. **1 Corinthians 12:7-10** – But by the Grace of God I am what I am, and His Grace to me was not without effect. No, I worked harder than all of them – yet not I, but the Grace of God that was with me.

In a world raining down with evil, Christ is like our umbrella. We are to be in His will and in His calling so we are more protected. Through His mercy we survive through mistakes. God's grace and mercy work in harmony together.

God is a God of second chances.

3 Distinct Types of Grace:

1. Prevenient or Free Will Grace
2. Venial Grace or Spiritual Grace
3. Consecrated Grace or Sold Out

The more we follow the Lord's ways and man's laws simultaneously, the more blessed and successful we become in business.

Our founding father created this culture by His laws, His truths, freedom of religion, and a chance for all to worship as we choose.

When we have a spiritual encounter and make a personal commitment to Christ and become saved, we give up our rights to free will and have made a commitment to serve God's will.

The process of learning to "walk our talk" is oftentimes filled with apathy, pain, frustration or even the mistaken belief of having the "answer" to the full relationship and our calling.

**Revelation 3:19-20** – Those whom I love I rebuke and discipline. So be earnest and repent. Here I am! I stand at the door and knock. If anyone hears my voice and opens the door, I will come in and eat with him, and he with me.

Being sold out is when you are firmly entrenched, dedicated and fully devoted to the Lord.

**Dr. Ken Cooper – there are 2 kinds of beliefs:**

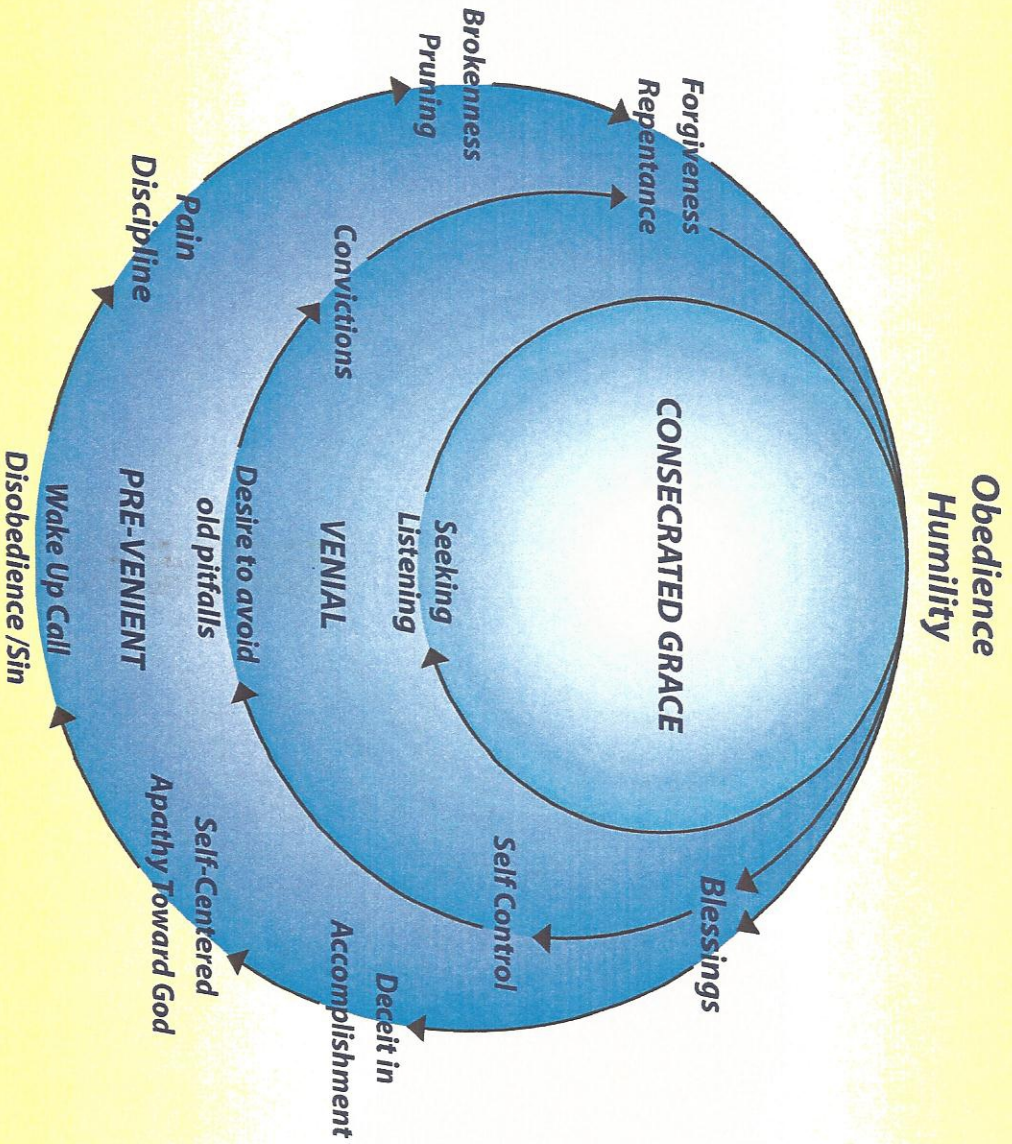
- **Extrinsic** – "... the distinguishing feature of this sort of belief is that it remains in the head and never makes it to the heart. Various studies prove that this type of belief does not improve a person's spiritual status, emotional well-being, or physical health."
- **Intrinsic** – "... characterized by a spiritual commitment to the meaning of life, heartfelt prayer and a quest to be changed. This kind of inner conviction – which may be accompanied by, but never limited to, outward, external observance, is the key to real spiritual power."

**Examples:**

**George Wallace** – A former governor of Alabama, Wallace once stood on the steps of the state university to block the first black student from entering. He later ran for president on a very conservative platform and was shot on the campaign trail. The remainder of his life was spent in a wheelchair. One night, by the leading of the Lord, he went to the church of Martin Luther King, Sr. He wheeled himself down the center aisle and asked the pastor for the microphone. Wallace then publicly acknowledged that he was wrong for harboring prejudice in his heart and asked for forgiveness. He passed away shortly after.

**Proverbs 3:34** – He mocks proud mockers but gives grace to the humble.

# The Cycles of the Spiritual Journey

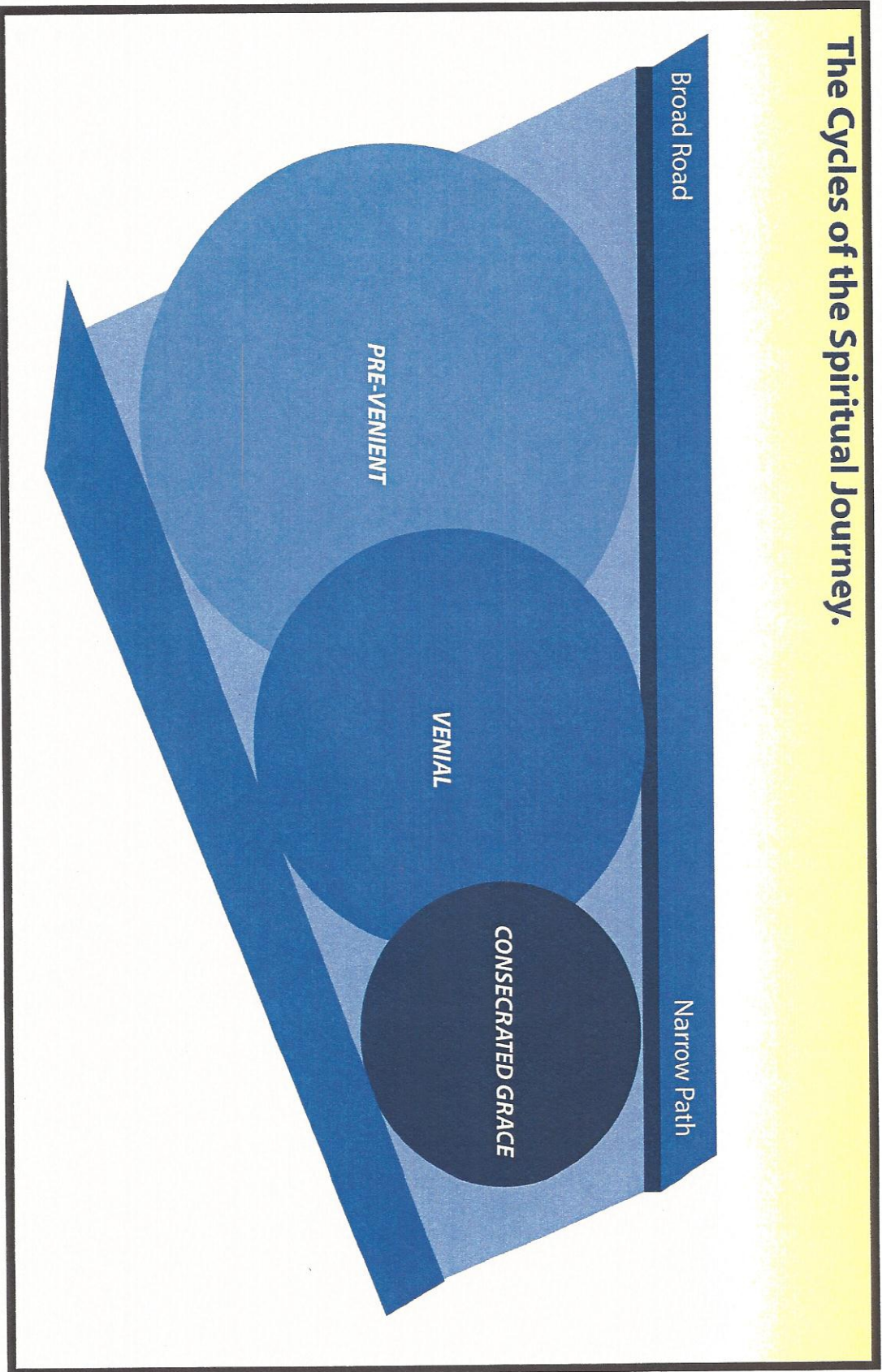








The Cycles of the Spiritual Journey.



## ***Lesson 8 Grace FULL Business***

Let's explore what Webster's dictionary says about some of the key words we will be looking at in this lesson.

Webster defines **justice** as the reward or penalty as deserved; just desserts; the use of authority and power to uphold what is right, just or lawful; the administration of law; procedure of a court of law. John defines justice as when a person, who is convicted of a crime, receives the full sentence for breaking the law as determined by a judge or jury.

Webster defines **mercy** as kindness in excess of what may be expected or demanded by fairness; forbearance and compassion; a disposition to forgive, pity or be kind; the power to forgive or be kind, and clemency. John defines mercy as when the convicted person receives less than the full punishment or some kind of reduced sentence.

Webster's defines **grace** as a sense of what is right and proper; decency, a thoughtfulness towards others, goodwill or favor. The definition as it relates to theology is the unmerited love and favor of God towards man; divine influence acting in a person to make them pure and morally strong so the condition of a person is influenced. John defines grace as when someone else accepts the punishment for another person, just as Christ did for us. When He died on the cross, He paid the price for us. He defeated sin for us on purpose.

Webster defines **favor** as goodwill, approval, unfair partiality, favoritism; kindness, obliging, friendly or generous act, to be for; support; advocate and endorse; to make easier, help, assist and do a kindness for.

When Paul was struggling with his infirmity, God answered his prayer by saying, "My grace is sufficient." In this lesson let's look at how God's grace can help us understand some of the tough situations we go through in business.

---

### ***Personal Study: Grace Full Business Biblical Truth***

In the Lord's Prayer, we ask God to forgive us our sins, as we forgive those who have sinned against us. Following the Lord's Prayer, the Bible says that if we do not forgive others, God will

not forgive us or answer our prayers. The Bible says that if we find that someone has aught against us, we are to leave our gift at the altar and go make it right with our brother. The Bible is clear that God does not like us to withhold forgiveness.

Have you ever been done wrong in a business deal? Were you fired unjustly? Were you not promoted because of favoritism? Are there any areas in your life where you deny forgiveness against another, or even a business entity? List these below the best you can.

---

---

What must you do concerning these situations and your feelings?

---

---

In this lesson, John lists a number of things that relate to God's grace and his extended favor. Are there specific times that you know that God has blessed you with his grace by receiving preferential treatment in your business dealings?

---

---

### ***Ask Yourself***

What other examples of receiving God's grace and blessings that you didn't really deserve do you recall?

---

---

Pat Morely, a real estate developer and author says, "Early in our lives we run swift like a river, but shallow. As we put years behind us, we begin to go deeper. Then one day, we enter the open jaws of mid-life, where once we felt direction and velocity, now we find ourselves whirling about, sometimes aimlessly or so it seems, all the years of pressure and deadlines have taken its toll. You've discovered a vacuum in your soul for meaning, beauty and quiet." Based on the above, are you in the swift and shallow, swirling aimlessly, deep and steady or the Dead Sea?

---

---

Do you have that emptiness or vacuum in your soul? Do you know why? If so, what should you do?

---

---

What recommendations can you glean from the Bible that you could use for each of these different times in your life to bring stability and direction?

---

---

### ***Personal Contemplation***

Grace is God's unmerited favor. John mentions Ray Kroc, Bill Bowerman and Steve Strang as examples of men of character, hard-working when they got a God idea. He also states that it was God's grace that brought about their success. Is there an example in your own life of how God's grace, protected you, promoted you, gave you favor for a promotion or some other business situation that turned out favorably?

---

---

What story or character in the Bible can you see that had God's unmerited favor, or God's grace operating in their life?

---

---

Let's look at the story of author, Bob Buford, and entrepreneur, Ken Blanchard when they discussed God's grace as making up the difference between us as we are and 100. The Bible says that God loves us even while we were yet sinners. God's love is unconditional. Have you experienced God's unconditional love? How?

---

---

In this story, Buford implies that grace is about God's love and not our performance. He states, that when you accept Jesus as Savior, no matter what your past has been, He covers your sins and brings you closer to Him through His grace. Have you experienced this grace in your life?

---

---

Ken Blanchard shares this view: if we begin to accept unconditional love from our Father, we set the stage for acknowledging His grace all around us. Your focus no longer has to be out there with results, accumulations, power, acceptance, control or earthly things. Now you can focus on

your own sense of personal excellence, how to live your life, according to God's law with grace and the personal plans He has for each of us. Do you agree or disagree with Ken's assessment of God's grace?

---

---

Do you have an example of Grace operating in your own professional or business setting?

---

---

### ***Ask and Pray***

Psalm 17:6-8 states, ***"I have called upon You, for You will hear me, O God; Incline Your ear to me, and hear my speech. Show Your marvelous loving kindness by Your right hand, O You who save those who trust in You from those who rise up against them. Keep me as the apple of Your eye; Hide me under the shadow of Your wings,"***

Psalm 91:1-2 says, ***"He who dwells in the secret place of the most high shall abide under the shadow of the Almighty. I will say of the Lord, he is my refuge and my fortress; my God, in him will I trust."***

God, by His Grace, is our protector and our safety. He protects us even when we do not realize it. Have you ever looked back on an experience, such as a near hit accident, and known that it was the grace of God that protected you?

---

---

### ***Biblical Studies***

***Hebrews 9:26-28*** tells us, ***"He then would have had to suffer often since the foundation of the world; but now, once at the end of the ages, He has appeared to put away sin by the sacrifice of Himself. And as it is appointed for men to die once, but after this the judgment, so Christ was offered once to bear the sins of many. To those who eagerly wait for Him He will appear a second time, apart from sin, for salvation."***

What is your favorite Bible passage or story concerning grace? How has this translated to your personal life and your walk with the Lord?

---

---

I Corinthians 15:10, "***But by the grace of God I am what I am, and His grace toward me was not in vain; but I labored more abundantly than they all, yet not I, but the grace of God which was with me.***"

The grace of God places our heart and mind in a place of being more efficient, more effective and a harder worker. Do you believe that with God's grace you will be more effective in the marketplace? Explain your thoughts.

---

---

In the Bible, there's a Scripture from ***II Corinthians 12:9*** that relates to Paul that says, "***And He said to me, 'My grace is sufficient for you, for My strength is made perfect in weakness. Therefore most gladly I will rather boast in my infirmities, that the power of Christ may rest upon me.'***" Describe how this applied to Paul and describe how this has in the past or how it could apply to you now?

---

---

### ***Personal Discernment***

When God removes or lifts His grace, what happens to us and our circumstances?

---

---

John states that, God is a God of second chances, referring to someone in prison that has reaped the consequences of their behavior. How does God's grace provide a second chance for someone in that situation?

---

---

### ***Personal Contemplation***

Has God's grace provided you with a second chance?

---

---

If you had received the full punishment of your actions, where would you be now?



---

---

The Bible says that love covers a multitude of sins. God is love. God, in His love for us and through His grace, deals with us personally and privately concerning our sins, attitudes and actions before He lifts His grace and we are exposed and dealt with by society or in the public. Are there areas of your life that you need to take to God and deal with privately by His grace?

---

---

### ***Ask and Pray***

Take time to go to God in prayer and share with your accountability partner and get right before the Lord concerning these issues.

Referring to the video, based on your understanding, what is **prevenient grace** or free -will grace and how does it apply to you and your professional work life?

---

---

John reiterates the purpose of this workshop and the importance of the three cornerstones of character, moral and spiritual truth. He states: "The more we follow the Lord's ways and man's laws simultaneously, the more blessed and successful we become in business. That's what this message is all about, and that's what this workshop is all about - understanding and applying the Three Cornerstones of Truth or the Solid Foundation to successfully build your business." How does grace impact and relate to the cornerstones of truth and our ability to walk this road of following the Lord's ways and man's laws?

---

---

From the video, do you agree with John that God grades on a curve?

---

---

### ***Pray and Reflect***

Dr. Ken Cooper describes extrinsic belief by stating that, "the distinguishing feature of this sort of belief is that it remains in the head and never makes it to the heart. Various studies prove that this type of belief does not improve a person's spiritual status, emotional well-being, or physical

health." This is often referred to as the difference between "head knowledge" versus "heart knowledge." Have you worked with people in the marketplace that have had a head for the business but not a heart for the business?

---

---

John suggests that when we commit our life to Christ, we give up our rights to free will and agree to do His will. The Holy Spirit convicts us of our ungodly behavior from our old nature and we begin to follow the Lord moment by moment. This brings us to the next level of Grace called **venial grace** or **spiritual grace**. Please describe your understanding of this type of grace.

---

---

### ***Personal Challenge***

What steps must be taken to make Jesus the Lord of your life on a daily basis?

---

---

Refer back to the story related to "culture shock" John describes when he went into the Peace Corps. How does this "culture shock" relate to becoming born again as a Christian?

---

---

When we are a new Christian, and we are thrown into the battle, we often revert back to our old worldly ways of self-determination and hard work. What should be our initial response when we are faced with a battle?

---

---

### ***Biblical Parallel***

When we are in a battle, either physical or spiritual, what and how should we fight it?

---

---

Remember the sign that John has on his desk that reads: "**Pray like it all depends on God and work like it all depends on you.**"

Venial grace is that transition time where we have made the commitment to Christ and are learning to walk our talk. It's a time of learning and training. How important is it to stay in the

Word, have Christian friends and accountability partners, pray and seek His guidance during these times? What new habit patterns should you develop during this time?

---

---

### ***Biblical Insight***

Matthew 6:33 states, ***“you should seek first the Kingdom of God and His righteousness, and all other things will be added unto you.”***

Romans 14:17 informs us, ***“that the kingdom of God is not meat or drink, but righteousness, peace and joy in the Holy Ghost.”***

As we seek the kingdom of God we should be seeking His righteousness, His peace and His joy in the Holy Spirit. Moving through transition requires a deep commitment and a disciplined, proactive life to stay in the Word of God and to seek Him. Are you now, or have you been in this transition stage of your life? Please describe.

---

---

What are some of the key steps you took or will take in order to get through this transition? Where will you go for answers?

---

---

### ***Personal Contemplation***

No one likes pain, conflict or suffering. However, pain, conflict and suffering usually indicate that there is something wrong. God uses these situations to catch our attention and turn us towards Him. In the video, John states, "Little did I realize that my grace period was coming to an end. I was trying to serve two different masters; the world and what it was telling me to do and what the Lord was telling me to do. He had to remove or lessen some of His grace over me, so I could feel more pressure and more pain and be willing to respond to His guiding and new call on my life. I slipped more and more out of His will and into the enemy's grip. God had a new plan so I needed to re-surrender to Him and to His deeper way of brokenness and to experience what He was calling me to and through."

Revelation 3:19-20: states, ***“As many as I love, I rebuke and chasten. Therefore be zealous and repent. Behold, I stand at the door and knock. If anyone hears My voice and opens the door, I will come in to him and dine with him, and he with Me”.***

John suggests that the first step is to repent. What does this mean to you and how do you do it?  
Do you agree?

---

---

John 15:2 states, ***“Every branch in Me that does not bear fruit He takes away; and every branch that bears fruit He prunes, that it may bear more fruit.”***

### ***Ask Yourself***

Consecrated grace is being "sold out" to God. What does this mean to you?

---

---

John suggests that business is a perfect calling for consecrated grace. He says it's because business is a true mission field. How does this line up with your thinking? Do you see your business as a mission field?

---

---

Describe an aspect of consecrated grace you have experienced in business.

---

---

When we enter into consecrated grace, we also enter into an area called intrinsic belief. Dr. Ken Cooper states, "Intrinsic belief is characterized by spiritual commitment to the meaning of life, heartfelt prayer and a quest to be changed. This kind of inner conviction may be accompanied by, but never limited to, outward, external observance which is the key to real spiritual power. Real spiritual power is rooted in and created by the Word of God."

The Bible quotes David as saying, ***"Your Word have I hid in my heart so that I might not sin against You."*** Why is it so critical and so important to read the Word, study, pray and be in fellowship with other believers?

---

---

## ***Reflect and Pray***

*Proverbs 3:34*, states, "**He mocks proud mockers but gives grace to the humble.**"

The story of George Wallace requesting forgiveness for his hatred is an incredible testimony of God's love, His long-suffering and His grace. God's desire is that no one perish, not one. What is the key truth you got out of the story and how will you apply this truth to your life and in the work setting?

---

---

The Bible says that "**narrow is the way that leads to God.**"

What are some of the significant times of brokenness, forgiveness and humility that lead you closer to the Lord as described and shown by "*The Cycles and Lessons of the Spiritual Journey*," by Harry Lewis. Consider not only your personal life but your professional life and business as well.

---

---

## ***Biblical Depth***

Romans 8:1-17 states, "***There is therefore now no condemnation to those who are in Christ Jesus, who do not walk according to the flesh, but according to the Spirit. For the law of the Spirit of life in Christ Jesus has made me free from the law of sin and death. For what the law could not do in that it was weak through the flesh, God did by sending His own Son in the likeness of sinful flesh, on account of sin: He condemned sin in the flesh, that the righteous requirement of the law might be fulfilled in us who do not walk according to the flesh but according to the Spirit. For those who live according to the flesh set their minds on the things of the flesh, but those who live according to the Spirit, the things of the Spirit. For to be carnally minded is death, but to be spiritually minded is life and peace. Because the carnal mind is enmity against God; for it is not subject to the law of God, nor indeed can be. So then, those who are in the flesh cannot please God. But you are not in the flesh but in the Spirit, if indeed the Spirit of God dwells in you. Now if anyone does not have the Spirit of Christ, he is not His. And if Christ is in you, the body is dead because of sin, but the Spirit is life because of righteousness. But if the Spirit of Him who raised Jesus from the dead dwells in you, He who raised Christ from the dead will also give life to your mortal bodies through His Spirit who dwells in you. Therefore, brethren, we are debtors--not to the flesh, to live according to the flesh. For if you live according to the flesh you will die; but if by the Spirit you put to death the***

*deeds of the body, you will live. For as many as are led by the Spirit of God, these are sons of God. For you did not receive the spirit of bondage again to fear, but you received the Spirit of adoption by whom we cry out, "Abba, Father." The Spirit Himself bears witness with our spirit that we are children of God, and if children, then heirs--heirs of God and joint heirs with Christ, if indeed we suffer with Him, that we may also be glorified together."*

John suggests that the Lord is no longer trying to condemn us. He is trying to move us forward through His sin offering and through the broken experiences and working towards being in consecrated grace. As we surrender to His will we are to be led by the Holy Spirit in our business and our personal life. Again, it does not mean that we leave our business and become a missionary. We have a calling to the business and marketplace and we can serve Him in our business as well of our personal life.

Review the story of Dennis Doyle. Dennis is in consecrated grace and serves God with all his resources, maintaining a profitable real estate business while being led to start a worldwide ministry which is in its third year has given over \$150 million of medical supplies, food, clothing and furniture to the needy.

John states that your business can be a tool, a resource, and the mission field itself for customers, suppliers and vendors or other Christian associations. Or you may start a ministry while still owning a business like Dennis Doyle. By fellowshiping with like hearts we are seeking to know God's deeper purpose and calling to be in that consecrated grace, which is the greatest grace of all.

### ***A Personal Challenge***

In what ways could your business be a tool, resource or a mission?

---

---

Is there a ministry, outside your business that you could start or support?

---

---

What steps can you take, with God's grace, to move forward with these ideas?

---

---

## Building Relationship Capital – Chapter 9

### Video Highlights

Dr. Michael Regier, “The largest equity line that will build a healthy business in this century is ‘relationship capital’.”

#### Relationship Capital builds:

- **Trust**
- **Loyalty**
- **Teamwork**
- **Honest and Loving Communication**

It also requires you to be a Transparent Leader in your organization.

**Luke 21:1-4** – As Jesus looked up, he saw the rich putting their gifts into the temple treasury. He also saw a poor widow put in two very small copper coins. “Truly I tell you,” he said, “this poor widow has put in more than all the others. All these people gave their gifts out of their wealth; but she out of her poverty put in all she had to live on.”

**Colossians 4:1** – Masters (leaders) provide your servants (employees) with that which is right and fair, because you know that you also have a Master in Heaven.

Patrick Lencioni, author of The Five Dysfunctions of a Team, lists the dysfunctions as:

1. Absence of trust – unwillingness to be vulnerable
2. Fear of conflict – veiled discussions and guarded comments
3. Lack of commitment – not passionate or open to debate
4. Avoidance of accountability
5. Inattention to results

**Ecclesiastes 4:12** – A cord of three strands is not easily broken.

Teamwork – stronger together in unity

#### Example:

**Hugh Jones** – As the CEO of one of the largest banks in Florida in the 1980s and 1990s, Hugh Jones learned that by getting his staff involved in non-profit community organizations through volunteering, it led to breaking barriers, developing trust and mutual respect, and teamwork in the office.

**Ephesians 4:16** – From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

The world’s thinking can cause us to miss God’s greatness that He is calling us to.

The enemy is effective in trying to destroy Christians by keeping them confused, apathetic, complacent or unmotivated to pursue the Lord.

The foundation for getting us stronger to pursue His plan is to, “Abide in Him and He abides in us.”

There are ways we “love our neighbor” and morally gain respect and admiration of our people and become great in their eyes. That’s the Moral Truth Cornerstone or the Servant Leadership strategy really at work.

Employees need an environment where great ideas can flourish, programs, ways and processes for them to constructively submit and solicit their advice and their ideas.

Truth – order, rules, commandments, laws, and His ways, intents, desires, and actions for us to take.

**Example:**

Jack Stack saved his company, but discovered he took on way too much debt. He saved jobs by making everyone a stockholder, teaching them all to read and review the P & Ls every week, plus shared quarterly profits. He calls it "open book management" and it is built on Biblical principles of relationships and trust.

**Open Book Management (OBM) has 3 basic principles:**

1. Teach every employee how to read a financial statement and a profit and loss statement.
2. Each week the department meets to discuss the numbers.
3. Provide an economic reward, a stake in the outcome.

**Example:**

**Mike Armour** – After Mike was brought in as President of a small college in the Northwest, he realized that the school was in a financial crisis. Being a Christian, he chose to be transparent with his staff and told them exactly where they were as an organization. The staff chose to make personal sacrifices (i.e. not receiving full paychecks, etc.). Working together over a six month period they turned around the school’s financial situation.

OBM process creates a team of Entrepreneurs; employees that take initiative just like the owner does, and they are responsible for their success. This process is also known as “Teaching Ownership Thinking” to your people. It is an outstanding measuring tool founded on Truth and Trust, just as the Word calls us to be people of truth and trust.

To become a Transparent Leader, we must be open, humble and teachable before Him.

**John 8:12** – “I am the light of the world. Whosoever follows me will never walk in darkness, but will have the light of life.”

**1 Corinthians 2:14** – “The man without the Spirit does not accept the things that come from the Spirit of God, for they are foolishness to him, and he cannot understand them, because they are spiritually discerned.”

**Example:**

**Maurice Mascarenhas**, the former strategic planning consultant, often shared the story of Herb Johnson. Herb was an employee working at a very large company that had instituted a “suggestion system” to gather, review implement and reward employees for their ideas which would save the company money and improve productivity. A year later, Herb was recognized at a dinner for his suggestion that saved the company nearly half a million dollars. The CEO proudly gave Herb a check for \$5,000, and Herb made the following comment, “I’m honored to receive this award and very pleased that the company decided to recognize me for this



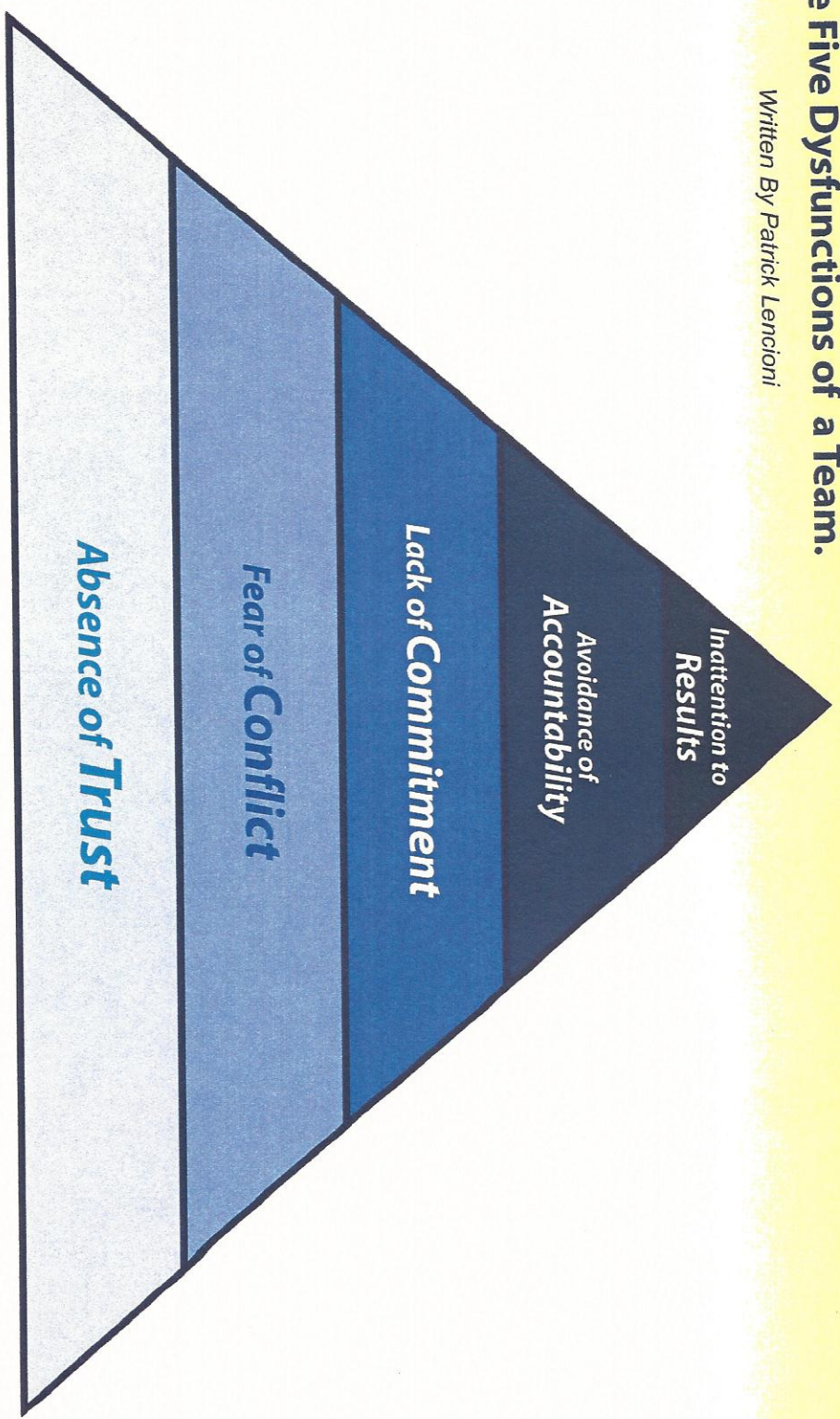
contribution. I have been with the company for 14 years and made this same suggestion to my supervisor 12 years ago. He told me to button my lip, get to work and stop being so critical. All these years you have had my hands and now there may be hope that you will also get my heart and soul as well.”

Creating an open culture is based on **Luke 11:33-36** – “No one lights a lamp and puts it in a place where it will be hidden or under a bowl. Instead he puts it on its stand, so that those who come in may see the light. Your eye is the lamp of your body. When your eyes are good, your whole body is also full of light. But when they are bad, your body is full of darkness. See to it then, that the light within you is not darkness, therefore if your whole body is full of light, and not put in dark, it will be completely lighted, as when the light of a lamp shines on you.”

The Lord is the Spirit of Light.

# The Five Dysfunctions of a Team.

Written By Patrick Lencioni



**Some practical ways employers can love their employees**

**Love is**

Patient

Not angry

Convicting

Kind

Not evil  
Not rude

**Filter**

*Are*

*Company*

*Leaders*

*Walking*

*The*

*Talk?*

**To show love, the company can use**

Strategic planning process,  
Listening, Empowering

Involvement  
Lay out time table

Accountable  
Measure TQM

Smile, act caring,  
concerned  
Rewards  
Recognize

Terminates with respect, help  
Involve family or associates

Watches the tongue  
No false idols

Act and teach respect, management

**Some practical ways employers can love their employees**

| <b><u>Love is</u></b> | <b><u>Filter</u></b> | <b><u>To show love, the company can use</u></b>                                     |
|-----------------------|----------------------|---|
| Truthful              | <b>Are</b>           | Communicate bad as well as good news  |
| Not self seeking      | <b>Company</b>       | Humble towards others<br>Recognize people<br>Gives credit to deserving              |
| Not proud             | <b>Leaders</b>       | Policy - we learn from mistakes, take risks,<br>no reprimands                       |
| Not boastful          | <b>Walking</b>       | Good financial package for stability<br>Defends legality                            |
| Forgiving             | <b>The</b>           | Self-directed work teams<br>Delegates authority<br>Back-up people                   |
| Protects              | <b>Preserves</b>     | Communication<br>Share vision, dreams often<br>Research for future                  |
| Trusts                | <b>Hope</b>          | Profit sharing, ESOP<br>401k, bonus, new job opportunities,<br>create new companies |
| Hopes                 | <b>Preserves</b>     |   |
| Preserves             | <b>Talk?</b>         |   |

## ***Lesson 9 Building Relationship Capital***

Webster provides a number of definitions for the word capital. **Capital** is wealth, money or property owned or used in business by a person or corporation, wealth in whatever form used or capable of being used to produce more wealth; any source of benefit or assistance. Capital assets are any assets, tangible or intangible, that are held for long-term investment.

Webster defines **relationship** as the quality or state of being related; connection, connection by blood or marriage; kinship, a particular instance of being related. **Related** as applied to persons, implies close connection through consanguinity or less often through marriage. As applied to things, it is a close connection through common origin, interdependence etc. Cognate now usually applies to things and suggest connection because of a common source. Consanguinity means relationship by descent from the same ancestor; blood relationship.

Let's think of the common source, as our relationship with the Lord and being connected, or related to each other in a way that will produce much wealth and bring benefit or assistance to each other. If we think of the eternal perspective, capital assets are those assets that are held for long-term investment. I believe that God has invested in each of us through the relationship of His son Jesus for an eternal long-term investment. Let's make wise use of our time, efforts and energy during this present moment in order to ensure the highest return on our relationship with Him and each other.

---

### ***Personal Study: Relationship Capital***

How would you define relationship capital?

---

---

Relationship capital builds trust, loyalty, teamwork, honest and loving communication, and results from being a transparent leader.

As a business owner, you build relationship capital with vendors, suppliers, customers and other businesses. You also build relationship capital with your employees, coworkers and board of directors. With -5 being negative relationship capital and with +5 being positive relationship capital, rate yourself and your business on the following criteria.

trust \_\_\_\_\_  
loyalty \_\_\_\_\_  
teamwork \_\_\_\_\_  
honesty \_\_\_\_\_

communication \_\_\_\_\_  
integrity \_\_\_\_\_  
faithfulness \_\_\_\_\_

Consider the story of the widows two mites spoken of in *Luke 21:1-4* which states, ***“And He looked up and saw the rich putting their gifts into the treasury, and He saw also a certain poor widow putting in two mites. So He said, “Truly I say to you that this poor widow has put in more than all; for all these out of their abundance have put in offerings for God, but she out of her poverty put in all the livelihood that she had.”***

### ***Personal Reflection***

What does this say about a heartfelt relationship? What is significant to you in this story?

---

---

What are the deeper things that God wants us to “relate to” in order to build relationship capital?

---

---

How would you go about this?

---

---

The Bible says to lay up treasures in Heaven where rust and moths do not corrupt. No matter how much wealth we accumulate, we can't take it with us. John mentioned ROE or return on eternity. How long will your life last on this earth? The Bible mentions, ***people are like grass that dies away; their beauty fades as quickly as the beauty of wildflowers. The grass withers, and the flowers fall away.*** How long will eternity last? As you put this in perspective, how will you adjust your priorities based on your answers?

---

---

***Colossians 4:1*** says, ***“Masters or leaders provide your servants (or your employees) with that which is right and fair, because you know that you also have a Master in Heaven.”***

In *Isaiah 58:3* the Bible ***warns against exploiting laborers.***

Jim Dinsmore, one of the original officers of Wal-Mart says that the world's model for success is performance-based. Differentiate between a performance-based culture and a relationship model of business. Are these mutually exclusive?

---

---

John suggests that a performance-based model cannot be effective long-term without first being under girded by a solid foundation and built on the relationship model of Jesus. How would you defend this statement?

---

---

***Ecclesiastes 4:12*** says, "***A cord of three strands is not easily broken.***" That's what teamwork is about, being strong together in unity. In his book, The Five Dysfunctions of a Team, Patrick Lencioni identifies five characteristics of dysfunctional teams. These are: absence of trust, fear of conflict, lack of commitment, avoidance of accountability, and inattention to the results. What recommendations would you have to overcome these five areas? Be specific.

---

---

---

---

***Ephesians 4:16*** states "***Under His direction, the whole body is fitted together perfectly. As each part does its own special work, it helps the other parts grow, so that the whole body is healthy and growing and full of love.***"

Referring to the story of Hugh Jones, former CEO of one of Florida's largest banks in the 80's and 90's, in what areas did Mr. Jones seek improvement of his employees?

---

---

Why do you think that the employee problems were resolved when they worked together volunteering to help nonprofit organizations?

---

---

In *John chapter 17*, the Bible says that, "*as we abide in Him, He abides in us*". Based on the information given in the video, how does the enemy work to keep us from stepping into our calling which is our God-given destiny?

---

---

What does the enemy do to keep us from achieving God's goal for our business and for our life?

---

---

### ***Business Insight***

As a business owner or leader, you may want to know, what employees want or expect from their employer. From the book, *A Journey into the Heroic Environment* by Rob Lebow, list what you consider to be the top five answers and why they are important to you and your business.

---

---

Indicate what you have done or will do to improve these areas in your business. Be prepared to discuss with your group.

---

---

Do you agree with John that an open door policy is a myth? Why or why not?

---

---

God always has an open door policy. How do you access God's office?

---

---

What are the key principles of Open Book Management?

---

---

Have you opened God's Book? Not only does God have an open door policy, He gives open book tests. You never fail God's test. You just get to keep taking it over and over and over and over again until you pass it. Have you had to repeat any of God's tests?

---

---



John states that God loves to **inspire** us out of a crisis. This is the time we are most humble and without pride, and also most open and teachable. This is the time when Christians seek to use their faith and pray hard. How does God **inspire** us when we are in a crisis?

---

---

What are the three basic principles of Open Book Management and why are they effective?

---

---

How could you implement these principles in your business or your position as a leader?

---

---

The benefits of Open Book Management are: humility of authority, being open to listen, trusting of people, and showing respect for everyone. There is a powerful correlation to our Heavenly Father and Jesus with respect to the humility of authority. God transferred authority to man, then to Jesus and He gave the authority back to us as believers. Jesus said, "***all authority have I given to you.***" In other words, God humbled Himself to share authority with us. He is always open to listen to us, as we bow before Him with a sincere heart. He knows our needs before we even ask, and He says to come boldly to the throne of grace. ***He asked for us to trust Him*** as it states in ***Proverbs 3:5-6***, He trusts us with the Gospel and has given us the commission and the task to take it to all the nations of the world.

## ***Business Insight***

Why is being a good listener important in Open Book Management and for you as a leader?

---

---

Trust is critical in developing relationships. How can you raise the level of trust in your organization?

---

---

By being open and sharing the numbers, action plans and performance improvement objectives can be established. Ways to save money, improve quality and increase profit margins can result by being open and honest. What are some steps you can take immediately to begin this process in your business?

---

---

What truth from the Word of God could you share with your people to facilitate this process?

---

---

Review the story of Mike Armour, the college president who shared the state of the institution's financial health. What is the key take-away from the story and how could you modify it and use it in your organization?

---

---

What does John suggest are the added benefits of sharing?

---

---

Are you willing to share the truth of what God has done in your life and for your business with your employees, vendors, suppliers and others in the community?

---

---

Based on the third step of Open Book Management, what economic rewards, or stakes in the outcome of improved performance could you offer your people? How would you implement this?

---

---

The Bible states that *a house divided will fall*. How does openness and trust relieve the pressure of divisiveness?

---

---

Sam Walton said, "In the early days, we paid as little as we could get by with. The larger truth I failed to see was, the more you share profits with associates (employee salaries, incentives and stock options), the more profits will accrue to the company. Why is this true?"

---

---

John states that Open Book Management is an outstanding measuring tool founded on truth and trust. It is what the Word of God is trying to get us to do; be people of truth and trust. It is

particularly effective when it's built on the relationship model of Jesus Christ. Numbers don't cry prejudice. They just flat out tell you the score. Open Book Management is a method of being a transparent leader. We are all transparent before God because He sees all and knows the motives of our hearts. Michael Walsh, the former CEO of Tenneco Co. said this, "The main requirements of leadership are our guts and judgment. To win trust you have to make yourself vulnerable." You become vulnerable when you are open and transparent. In what ways should you become more transparent and vulnerable as a leader? What will prevent this?

---

---

In *John 8:12*, Jesus said, "***I am the light of the world. Whosoever follows Me will never walk in darkness, but will have the light of life.***"

*1 Corinthians 2:14* says, "***The Man without the spirit does not accept the things that come from the Spirit of God, for they are foolishness to him, and he cannot understand them, because they are spiritually discerned.***"

Humility, openness, flexibility, trust and respect, teamwork and serving the customer with compassion reside in the Lord's plans. We can see this in the example of Jesus, sharing in parables and providing insider secrets to the kingdom of God.

We are in the battle between what the world is trying to sell us and what the Lord is telling us and teaching us. How does being open and honest affect you, your attitude and performance?

---

---

If you were more open, how would it affect those below you?

---

---

Review the story shared by Maurice Mascarenhas about Herb Johnson. Herb's suggestion saved the company nearly a half of million dollars. When he received his check for \$5,000 he was asked to make a comment. Herb said, "I'm honored to receive this award and very pleased that the company decided to recognize me for this contribution. I have been with this company for 14 years and made the same suggestion to my supervisor 12 years ago. He told me to button my lip,

get back to work and stop being so critical. All these years you have had my hands and now there may be hope that you will also get my heart and soul as well."

Can you see the parallel of the story in the Kingdom of God? Let's switch roles. Does God have a suggestion box available to you? Could His suggestion box be the Bible? As you open up your heart and soul, and build that relationship of trust, sharing a stake in the outcome, your reward in Heaven will be great. Creating an open culture is based upon *Luke 11:33-36*. It says, "*No one, when he has lit a lamp, puts it in a secret place or under a basket, but on a lamp stand, that those who come in may see the light. The lamp of the body is the eye. Therefore, when your eye is good, your whole body also is full of light. But when your eye is bad, your body also is full of darkness. Therefore take heed that the light, which is in you is not darkness. If then your whole body is full of light, having no part dark, the whole body will be full of light, as when the bright shining of a lamp gives you light.*"

Jesus is the light of the world. The Bible is the source of light. Being in a personal relationship with the Lord is the first key in establishing relationship capital. There is no greater or more important relationship, than your personal relationship with the Father, through Jesus Christ. Be sure to build your relationship on the chief cornerstone, Jesus Christ.

### ***Personal Contemplation***

How is your relationship with Him?

---

---

Does it need renewal or fine-tuning?

---

---

What steps can you take to strengthen this relationship?

---

---

What changes will you make or implement based on this new knowledge in your business or professional life?

---

---

## Corporate Responsibility – Chapter 10

### Video Highlights

**Example:** Conrad Hilton (prayer)

Through Hilton's publishing of his prayer, he took on the risks of:

1. Losing credibility with liberal friends
2. Hurting his reputation with non-believers

**James 5:16** – “Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective.”

**II Chronicles 7:14** – “If My people, who are called by My name, will humble themselves and pray and seek My face and turn from their wicked ways, then I will hear from heaven and will forgive their sin and will heal their land.”

**Example:**

Derek Prince tells the story that dramatizes how God wants to be our Daily Guide rather than giving us a map that limits His participation and joy of being a key part of our journey.

The Lord wants to be our Guide and take the lead. We need to be good listeners and be obedient to the Holy Spirit's leading.

When Jesus needed direction He prayed.

As Christian Entrepreneurs we need to be smart business people in the world, by taking our orders from Him. We need His wise counsel.

**Os Hillman** – “It's the difference between a good idea and a God idea. His reason to bless us or let us fail or fall down on our face through a good idea is just about His leading and drawing us deeper into God ideas and not our own thinking.”

The most important task as a Christian leader is to PRAY. We must be committed to prayer.

**Example:**

Archie Durham, CEO of Conoco Oil, a \$50 billion company, says he spends 45 minutes each morning praying and reading the Word before he starts his day during the work week.

#### **5 Steps to a Good Prayer Life:**

1. Repent, ask for forgiveness
2. Thanks and praise for knowing Him and His blessings
3. Ask for wisdom, knowledge, discernment and revelation
4. Pray for covering, protection and the blood of Jesus
5. Listen and be obedient; ask for direction

**Example:** Bruce Wilkinson's book, The Prayer of Jabez. Pray back to God His promises and His scriptures as they related to your callings and needs.

Being obedient starts with prayer.

The No. 1 Rule of knowing your business calling is that His word is to be food for our soul and spirit to give us strength in our work. Prayer is the work He requires for His servants and shepherds to know His voice, intimately.

The Holy Spirit is our personal guide, and it is a true spiritual relationship that the Lord wants. He is our guide in all truth. The Lord wants a friendship with us.

Jesus died for us and sent His Spirit to come and live with us. **He wants to experience life through us, talk with us and communicate moment by moment. Prayer is our vehicle.**

**Colossians 3:23-24 – “Whatever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive the inheritance from the Lord as a reward. For it is the Lord Christ you are serving.”**

**How to Practically Take Prayer into Business:**

1. Pray at staff meetings.
2. Pray in one-on-one meetings in the beginning of the meeting.
3. Start ministering in business. Invite the Lord’s presence – ask the Holy Spirit to guide you.

**Matthew 18:20** – “For when two or more are gathered in My name, I will be with them.”

Consider including in your business:

1. Intercessors
2. A Chaplain
3. A Ministry Plan

## ***Lesson 10 Corporate Responsibility***

Webster's definition of **corporate**: having the nature of, or acting by means of, a corporation. A **corporation** is a group of people who get a charter granting them as a body certain legal powers, rights, privileges and liabilities of an individual, distinct from those of the individuals making up the group. A corporation can buy, sell and inherit property.

**Responsibility** is the condition, quality, fact or instance of being responsible; obligation, accountability, dependability. Being responsible involves accountability, obligation or duties; able to distinguish between right and wrong and to think and act rationally and hence accountable for one's behavior.

Not only are we accountable and responsible from the standpoint as a business owner or a leader in the corporate environment, we are also responsible in a larger sense as part of the corporate body of Christ. It is interesting that the definition of "responsible" involves the ability to distinguish between right and wrong. It is amazing that we can apply these concepts to our cornerstone foundations of character, moral and spiritual truth. Let's look at our responsibilities as Christians in the marketplace in this lesson on Corporate Responsibility.

---

### **Personal Study: Corporate Responsibility**

#### ***Pray and Reflect***

*Inspire us with wisdom, all of us every color, race and creed, to use our wealth, our strength to help our brother, instead of destroying him.*

*Help us to do Your will as it is done in heaven and to be worthy of Your promise of peace on earth.*

*Fill us with new faith, new strength and new courage, that we may win the Battle for Peace.*

*Be swift to save us dear God, before the darkness falls.*

Written by Conrad Hilton, this prayer was published in major newspapers and even the Saturday Evening Post on July 4<sup>th</sup> over 50 years ago. Over 300,000 people wrote him letters of support and asked for copies of the prayer for their homes, businesses and churches.

II Chronicles 7:14 states, *"If My people who are called by My name, will humble themselves and pray and seek My face and turn from their wicked ways, then I will hear from heaven and will forgive their sin and will heal their land."*

James 5:16 says, *"Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective."*

Conrad Hilton, in addition to being personally concerned and instrumental in urging President Eisenhower to establish the National Day of Prayer, was personally responsible for publishing and promoting the above prayer.

## ***Ask Yourself***

Review the key words that he used in this prayer:

**Save us** from ourselves and our **selfish ways**

We have **broken Your Commandments**, Lord

We have **denied Your truth**

We have **served false gods** of money, pleasure and power

Help us, oh Lord, to do **Your will**

**Fill us** with new faith, strength and courage

**Be swift to save us**

This is a powerful prayer. Now, over 50 years later, how appropriate do you feel that this prayer is for our country?

---

---

## ***Personal Challenge***

John challenges us with the following questions:

Where is your level of faith for prayers for your business, city, state or even nation both personally and publicly? Are you willing to share your prayers publicly and pray in your business setting?

---

---

Is God calling you to use your corporate position or business to publicly and unashamedly express His heart to your employees, suppliers, vendors, community and nation? How will you go about doing this?

---

---

Are you committed to do His ways in and through your business or leadership position? Remember you cannot serve two masters; you cannot serve the world and God. Faith without



works is dead. How will you put your heartfelt commitment to prayer into action in your business?

---

---

### ***Personal Contemplation***

If you could remain anonymous, and your business would remain anonymous, what would you do to further the Kingdom of God on the earth?

---

---

Have you stopped and asked the Lord, "How would you have me to use my business and position as a leader in the community, to spread the Gospel, help other business people and fulfill the corporate call on my life and business?"

---

---

### ***Prayer Commitment***

Are you willing to commit this prayer request above to the Lord and be obedient to his response? Do you expect him to answer?

---

---

These are not easy questions to ask yourself. They are even more difficult to respond to in obedience and yet great will be your reward for seeking the Lord and following His direction. Set aside time to listen for God's small still voice concerning your corporate responsibility and what He would have you to do. Are you willing?

---

---

Referring to the story shared by Derek Prince, are you using a map or a guide?

---

---

Which have you used in the past? Has this been successful?

---

---

## ***Biblical Insight***

Proverbs 16:9 states, "*A man's heart plans his way, but the Lord directs his steps.*" How does this apply to you in your corporate setting?

---

---

What does John say that the map is? What is represented by the guide?

---

---

When it comes to following a map or following a guide, our job is to become good listeners and to be obedient. Has God ever given you a map to follow? Has he ever provided a guide? As a business leader, what would be the best case scenario of how to be led by the Lord?

---

---

## ***Personal Application***

In the video, John states that it is the battle we face as a "dual citizen" being a Christian and as a Christian entrepreneur. We need to start by being smart businessmen in the world but not take our orders from the world. It's not just the stuff Tom Peters, Peter Drucker or some of the best management consultants will come up with; or not the latest business trend or what people discovered in Inc. magazine about what's right or wrong. Ideas from the world can be good for us, but we need to confirm that they are from the Lord. We need wise counsel and confirmation that it's in His will. What steps should you take, what should you do, in order to know the will of God? How can you confirm the direction you should take when faced with difficult business decisions?

---

---

Os Hillman says, "It's the difference between a good idea and a God idea. His reason to bless us or let us fail or fall down on our face to a good idea is just about his leading and drawing us deeper into God ideas and not our own thinking." When we follow a good idea and fail, does God see this as failure? Why or why not?

---

---

When we stumble and fall in a business venture, what should we do and why?

---

---

John states in the video, that when we commit our lives to Jesus Christ, we give up our rights to "free will". Our job is to do "His will" from then on, no longer what we desire in the worldly sense. What does it mean to give up our free will?

---

---

The problem is being unequally yoked with the world. We need to be yoked with the Lord to be obedient faithful servants of His plan. How do you yoke your business to the Lord?

---

---

### ***Ask and Pray***

When we become a Christian business person, our mission is modified. We are still called to provide quality service and make a profit, but we have additional, eternal responsibilities. What are these additional responsibilities for you and your business as a Christian business person?

---

---

Why is it so critically important to pray, seek the Lord and hear His voice?

---

---

### ***Personal Commitment***

How much time each day do you spend in prayer, Bible study and listening for the voice of the Lord to give you direction? What changes will you make along these lines?

---

---

### ***Biblical Insight***

The video gives five key steps to a good prayer life. Summarize these five steps below:

---

---

---

---

Based on the steps, what will you change and do differently in order to hear more clearly and get His direction for your business and your professional life?

---

---

The question is, do we worship our work or do we worship God who leads and guides us in our work?

---

---

### ***Ask Yourself***

How do we get our self will and worldly thinking out of the way to allow God to answer our prayers and give direction?

---

---

What is the key to praying as described in the video and confirmed in Bruce Wilkinson's book, The Prayer of Jabez?

---

---

### ***Personal Application***

Review the story that John shares about being led by the Holy Spirit at a meeting honoring the founder of the company he used to be a part of. Has the Holy Spirit ever led you in business decisions? How did you know?

---

---

What are the three key things you gleaned from this story? How will you apply this to your current work situation?

---

---

## ***Personal Discernment***

We often know and hear God's voice but fail to be obedient. Why is this? What are some actions you can take and things you can do to be obedient to God's instructions?

---

---

## ***Discussion***

John states that the number one rule for knowing your business calling is to be able to know and hear His voice. In order to fulfill your corporate responsibility you must take time, effort and energy to **be still and know what God is saying** to you concerning the decisions that you must make. Discuss your commitment and the ways that you will seek the Lord in prayer and meditation. Will you commit to having an accountability partner to study the Bible and keep your commitment in order to walk your talk and have a deeper relationship with Him? Summarize your plan below.

---

---

## ***Ask Yourself***

Review the story that helped John get on track to write his book. The Bible says that God is no respecter of persons. If He can guide others He can guide you. If the Lord can guide the disciples, He can guide you. If the Lord can guide John, He can guide you. Another person's witness of obedience can be your inspiration to follow God's leading. Are there things that God has called you to do, that you haven't done yet? What are these?

---

---

Has His small still voice given you direction, plans or a purpose for your business that you did not follow through on, or did not know what to do with? What steps can you take now to get back on track?

---

---

## ***Biblical Application***

John states that God was not concerned with his book becoming a bestseller. God's intent was to use this process to teach, train and mature John for a greater calling. **God may be more**

**concerned with our obedience rather than our outcome.** Being obedient in an insignificant situation or something that we may not really want to do may be just the stepping stone that God will use to open up our destiny and lead us into incredible business success. The Bible says **to be faithful in the little things.** Are there areas that God has been challenging you to do, that you need to revisit and take action?

---

---

Based on the Holy Spirit's leading, what are some action steps you need to take to advance in your calling?

---

---

### ***Biblical Depth***

The Bible says that a friend sticks closer than a brother. The Bible also says that a friend will give his life for a brother. We do not necessarily have to give our life for a brother in the form of dying for that person. Sometimes we have to die to our selfishness, die to our pride and be obedient to what the Holy Spirit is asking us to do. The Holy Spirit is a true friend and our personal guide. Are there selfish motives and desires that you need to give up? Identify these and take action.

---

---

### ***Personal Commitment***

In our corporate position, we may never have to face death as Tom did in the story about Vietnam. However, Tom kept his word to his friend even in the face of natural death. Jesus gave His life, to provide us with an eternal benefit. When challenged with worldly choices, or the eternal consequences of following the leading of the Holy Spirit, we must make the choice to be obedient and reap the ROE that God desires for us. Are you willing to make the sacrifices and be obedient?

---

---

## ***Biblical Parallel***

Colossians 3:23-24 states "*Whenever you do, work at it with all your heart, as working for the Lord, not for men, since you know that you will receive the inheritance from the Lord as reward. For it is the Lord Christ you are serving.*"

Matthew 18:20 says, "*For when two or more are gathered in My name, I will be with them.*"

What are the practical steps to bring prayer and the Lord's leading into your business?

---

---

What would be the benefits to your organization or business for having a corporate chaplain or a prayer intercessor?

---

---

## ***Ask and Pray***

Does your business have a Ministry Plan, to systematically and prayerfully consider giving, meeting the spiritual needs of the organization and providing an opportunity to serve others in a godly way? Please describe this plan.

---

---

If not, what steps will you take to implement such a program?

---

---

## ***Answer and Reflect***

John closes this lesson with a series of questions to assist you in analyzing your priorities and time from a personal and corporate position. Rate yourself and your corporate position on the following areas and be prepared to discuss with your group. Discuss where you are now, the changes you will make and the outcomes you hope to achieve. Remember your Corporate Responsibility as a leader, business owner or entrepreneur.

Rate yourself (from 1 to 5, with five being high) on time and priorities:

Your integrity; your walk with the Lord and walking your talk.

Your love; your care for your people, the actual words that you use when you are around them and directing them.

Prayer itself, personal and corporate, public and private.

Your giving, your Ministry plan, for your time, treasures and talent.

Fairness and respect and how you treat people.

Forgiveness; have you been holding bitterness relating to decisions and actions that other people have made which may have hurt your organization?

Corporate and individual communication. Are you within the will of God?

Your first and highest responsibility of course is to God. You have a responsibility to your family, to your business, to yourself and to your community and nation at large. **Remember that obedience is better than sacrifice.** As a business leader, do not underestimate the impact you can have, from an eternal standpoint, on the lives of others.

**Seek God to fulfill your "corporate responsibility" in both your business and in the body of Christ.**



## Motivation: The Inside Job – Chapter 11

### Video Highlights

Emotional Quotient or Emotional Intelligence relates to how emotionally stable/grounded and individual is in handling stress on the job (being a peak performer)

**Question:** As employers and leaders what can we do to help people motivate themselves toward the goals and the mission that we have for them in the organization?

**Answer:** We can only create an environment, a culture or a circumstance where employees actually want to change, where it fits their emotional needs and their desire to accomplish a goal for the organization at the same time.

The American Medical Association estimates that 80% or more of our medical problems are stress related.

Words trigger emotions and actions. They are containers.

#### Example:

Sister Mroska forced her sixth grade to write the positive traits of fellow classmates. Years later, one of the boys died in Vietnam. At his funeral the boy's father discussed how his son always carried that tattered piece of paper because it touched his heart and confirmed his value as a person.

**Luke 8:11-15** – "...The seed is the word of God... but the seed of good soil stands for those with a noble and good heart, who hear the word, retain it, and by preserving produce a crop."

John Maxwell, "How we see ourselves, impacts how we see others."

**Words are the most powerful tool in the world. We are to take God's Word and fill ourselves with it to grow deeper and become more personal in our relationship with Him.**

**Matthew 15:10-11** – "Jesus called the crowd to Him and said, 'Listen and understand. What goes into a man's mouth does not make him 'unclean,' but what comes out of his mouth, that is what makes him 'unclean'."

Words can build people up, motivate and encourage, or tear down, deter, or hurt.

God is the Spirit of Love, Truth and Light. Truth is expressed in His Word.

#### Scriptural Support:

- **Romans 10:17** - Consequently, faith comes from hearing the message, and the message is heard through the word about Christ.
- **John 1:1** - In the beginning was the Word, and the Word was with God, and the Word was God.
- **John 1:14** - The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the one and only Son, who came from the Father, full of grace and truth.
- **John 15:7** - If you remain in me and my words remain in you, ask whatever you wish, and it will be done for you.

- **Proverbs 15:4** - The soothing tongue is a tree of life, but a perverse tongue crushes the spirit.
- **Proverbs 18:20-21** - From the fruit of their mouth a person's stomach is filled; with the harvest of their lips they are satisfied. The tongue has the power of life and death, and those who love it will eat its fruit.

There are 2 types of motivation – one is manipulative and the other is inspirational.

Manipulative focuses on controlling behavior.

**Proverbs 12:18** – “Reckless words pierce like a sword, but the tongue of the wise brings healing.”

The Lord wants us to motivate people through inspiration. He wants us inspired through the whole principle of love, caring and loving your neighbor.

True inner motivation is when we are first concerned about the well being of others, like customers or even employees over ourselves.

An organization has a heart and the parts of the body all work together to achieve its common goals.

Brian Tracey, “100% of our decisions are based on emotions.”

Our emotions are the result of the spiritual condition of our heart and the balance of our heart and soul working together.

### **Example:**

**Tim Johnson**, former NFL All-Pro defensive tackle and now pastor, retells the story of a wealthy businessman who had no belief in God, but had all of the worldly recognition associated with financial success. This businessman found out that he had bone cancer, but his “self-made” attitude made him determined to beat cancer through his will. On a business trip he woke up early one morning and began getting ready for the day's meetings. As he was walking out the door, he discovered that it was 4:00 AM. Realizing that he had time to waste he opened the drawer of his nightstand and found a Gideon Bible. He opened the Bible and the first words he read were from **Proverbs 3:7-8**, “**Do not be wise in your own eyes, fear the Lord and shun evil. This will bring health to your body and nourishment to your bones.**” This scripture changed his life and opened the door to his personal relationship with Christ. Six years later he has no cancer and he has a new heart.

**John 15:7** – “If you abide in Me and My words remain or abide in you, whatever you wish, it will be given unto you. This is My Father's glory that you will bear much fruit and show yourself as My disciples.”

**Matthew 12:35-37** – “The food man brings good things out of the good stored up in him, and the evil man brings evil things out of the evil stored up in him. But I tell you that men will have to give account on the Day of Judgment for every careless word they have spoken. For by your words you will be acquitted, and by your words you will be condemned.”

Words and their meaning manifest themselves in our body, our soul, and our spirit. Nourish yourself and those you influence, and serve the Lord with words of Love.

Build people up!

### Dr. Kolb's Love vs. Disease Causing Emotions

| Definitions of Love                  | Disease Causing Emotions                           |
|--------------------------------------|--|
| Patient                              | Frustration and discontent                         |
| Kind                                 | Aggression and arrogance                           |
| Does not envy                        | Envy and jealousy                                  |
| Does not boast                       | Attention seeking and people pleasing              |
| Is not proud                         | Pride and self-centeredness                        |
| Is not rude                          | Rudeness with wrong assumptions of others          |
| Is not self-centered or self-seeking | Selfishness, greediness, anger and irritability    |
| Keeps no records of wrong            | Resentments and hatred                             |
| Does not delight in evil             | Death wishes and sexual fantasies                  |
| Rejoices with truth                  | Dejection and desperation                          |
| Produces protection                  | Competitiveness                                    |
| Is always trusting                   | Anxiety, doubt, striving for security and paranoia |
| Always hopes                         | Fear, desperation and discouragement               |
| Always perseveres                    | Irresponsibility and apathy                        |

# Soul

## Manipulation

- Control
- Performance
- Accomplishment
- Tasks
- Systems
- Profits
- Measures

## 2 Types of motivation

# Spirit

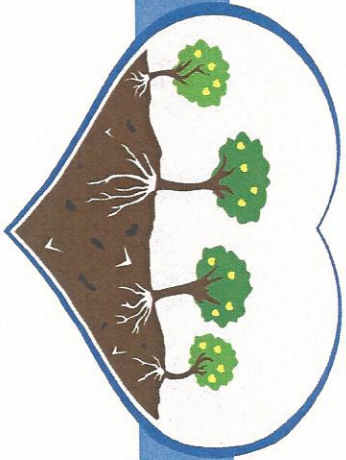
## Inspiration

- Love
- Values
- Work in our heart
- His Spirit
- Connect
- Take His Direction
- Loving your neighbor

## Emotions of Pain and Love

### Words

*Words are thoughts, ideas, communication, negative / positive information, which triggers our emotions drawn from the Heart / Spirit and back again to the Soul to react.*



### Condemnation

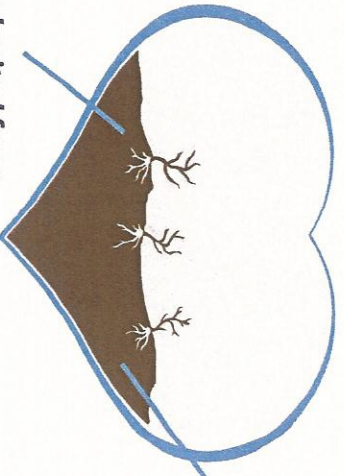
- Fear
- Depression
- Anger
- Pride
- Stubbornness
- Prejudice
- Envy
- Guilt

### Conviction

- Love
- Joy
- Peace
- Openness
- Humility
- Hunger
- Serve
- Thirst

## The center of our Motivation - The Heart

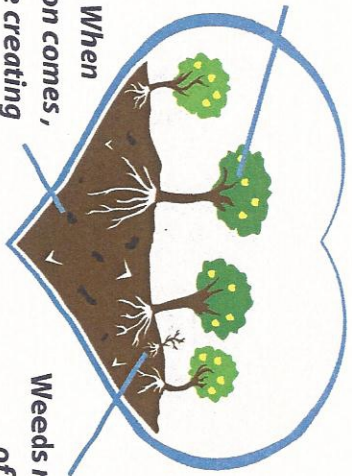
### Heart of a Newborn



Weeds inherited from father and mother

New fertile soil for seeds of emotion

### Heart of an Adult

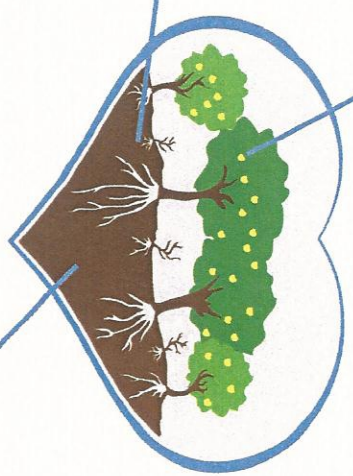


Fruit bearing trees with Love.

Serious trash is buried here. When a flood of stress or frustration comes, the trash rises to the surface creating new problems.

Some weeds may remain until uprooted

### Fruitful Heart

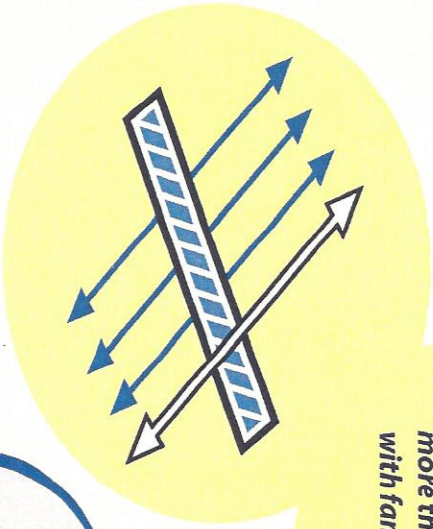


Words of Love bear fruit - take root, i.e. kindness, patience, giving, humble, faith, hope...

Trash is cleansed, forgiven, healed

Weeds represent words / emotions of pain, i.e., anger, envy, hate jealousy, fear, greed...

Soul is reached through...



**Word Filter**  
Our emotions are controlled more than when at home or with family.

**Condemnation**



**Conviction**

## ***Lesson 11 Motivation: The Inside Job***

We know that God sees the motive's of our heart. Webster defines **motive** as some inner drive, impulse, intention that causes a person to do something or act in a certain way; incentive; goal. A synonym for motive is **incentive**. Incentive applies to a stimulus, often a reward that encourages or inspires one to action. Another synonym is **inducement**. Inducement always refers to an outer stimulus, rather than an inner urge, that tempts or entices one do something.

Let's look at the word **inspire**. Webster defines **inspire** as to breathe or blow upon or into, to infuse life by breathing. God breathed into Adam the breath of life. That must have been an inspiring moment for Adam. Another definition is given as to cause, guide, communicate or motivate as by divine or supernatural influence. For the word **inspiration**, **Webster's gives one definition as a divine influence upon human beings, as that resulting in the writings of the Scriptures.** (What an awesome definition for our purposes.) Inspiration is also being inspired mentally or emotionally.

Let's look at one more word that relates to this lesson. It is **manipulation**. Webster defines manipulation as manipulating or being manipulated; skillful handling or operation, artful management or **control**. Manipulate is also defined as to manage or control artfully or by shrewd use of influence often in an unfair or fraudulent way; to change or falsify for one's own purpose or profit. As a side note, the word **control** means to exercise authority over; direct or command, to hold back, curb or restrain.

In this lesson we will look at beliefs, attitudes and values and how people are motivated, inspired, manipulated or controlled as we continue to build our Solid Foundation.

---

## ***Personal Study: Motivation: The Inside Job***

### ***Ask and Reflect***

What are the factors that make up the motivation equation that John refers to?

---

---

What can be done to create a culture or environment conducive to emotional change for employees?

---

---



John asked the question, what is the key to our emotions and inner motivation? He states that words are the key and that they trigger our emotions and our actions. How important are our words as related to our emotions and actions?

---

---

### ***Personal Application***

Following the format used by Sister Mrlosa when she asked her students to write out positive statements about other students, list below the names of business associates and family members and write out a positive statement for each of these. What impact would it have if you sent a simple note or card to these people with this statement of positive affirmation to them? Will you take time to do this?

---

---

What is the most inspirational or motivational speech or pep talk that you remember receiving? In politics? In sports? In business?

---

---

How did this impact your life and what did you do as the result of it?

---

---

### ***Biblical Insight***

In Luke chapter 8, Jesus spoke in a parable about the sower who went out to sow his seed. Some fell by the wayside, and was trodden under foot, some fell upon a rock and sprang up and withered because of lack of moisture, some fell among thorns and were choked out but others fell on good ground and yielded a crop of a hundred fold. Jesus goes on to say in this parable that the seed is the Word of God. When the Word of God falls into the good ground of someone's heart, it grows and matures and brings forth much good fruit.

John states that we must think of words in terms of what is contained inside of them such as information, experience, knowledge, or wisdom. In your own words, describe how this takes place and how it affects you and those you work with.

---

---

How are words like tools?

---

How are words used to create?

---

## ***Biblical Truth***

In Genesis, the Bible says that God used words to speak the world into existence, when He said, "let there be..." Do you fully recognize and understand the awesome power that is contained in words, when spoken in faith through the lips of a believer?

---

---

There are many Scriptures that confirm the power of our spoken words. Matthew 15:10-11, where Jesus called the crowd to him and said, ***"Listen and understand. What goes into a man's mouth does not make him unclean, but what comes out of his mouth, that is what makes him unclean."***

Review the book of James in the Bible. Look at James chapter 3, where James, the half brother of Jesus, states that the tongue is a little member but boast of great things, it kindles a great fire and is a world of iniquity and it defiles the whole body. (Could this refer to the "body" of Christ?) In verse eight he says, that no man can tame the tongue. It is an unruly evil, full of deadly poison. What impact does this chapter have on your business?

---

---

In Mark chapter 11, Jesus had a few other things to say about the use of the tongue. He said, ***"That whoever says to the mountain, be removed to be cast into the sea and does not doubt in his heart but believes that those things he says will be done; he will have whatever he says."*** It is obvious that what we say is connected to what we believe in our heart. The Bible says ***"out of the abundance of the heart the mouth speaks"***. What are some areas in your business life that you need to get control over your tongue about?

---

---

## ***Personal Discernment***

Are there other people in your work environment that speaks out "curses" instead of "blessings"?

---

---

In James 3:9-10, the Bible says, speaking of the tongue, "***With it we bless our God and Father, and with it the curse men, who have been made in the similitude of God. Out of the same mouth proceed blessings and cursing. My brethren, these things ought not to be so.***" How have words been used in your life to either build you up or tear you down?

---

---

## ***Ask Yourself***

Everyone remembers the phrase, "sticks and stones may break my bones but words will never hurt me". As John says, this is an out and out lie. Words do hurt you. Do you remember hurtful words from your past? Have you taken these hurts to God?

---

---

Have you used (or do you still use) negative or painful self talk? What does the word of God say is the solution to this problem?

---

---

The Bible says that God is the spirit of love, truth and light. What can we do to be healed of hurtful, ungodly words that have been spoken into our lives or that we have been exposed to?

---

---

## ***Biblical Depth***

Romans 10:17 says, "***That faith comes from hearing and hearing the Word of God.***"

John 1:1 says, "***In the beginning was the Word and the Word was with God and the Word was God.***"

John 1:14 says, "***The Word became flesh and made His dwelling among us. And Christ who came from the Father was full of grace and truth.***"

John 15:7 states, "***That Christ said, abide in Me and I will abide in you.***"

Proverbs 15:4 says, "***The tongue that brings healing is a tree of life, but a deceitful tongue crushes the spirit.***"

Proverbs 18:20-21 says, *"From the fruit of his mouth a man's stomach is filled; with the harvest from his lips he is satisfied. The tongue has the power of life and death, and those who love it will eat its fruit."*

The Bible has much to say about the power of words! What are some of the key Scriptures relating to words and speaking that have impacted and influenced your walk with the Lord? Discuss with your group.

---

---

### ***Reflect and Answer***

Dennis Whately, the famous author says that **"verbal expression speeds mental acceptance."** What does this mean to you? Give examples. How can you apply this truth?

---

---

Words can be used to program or reprogram our thinking. How is this done? What Scripture references this process in the Bible?

---

---

In the battle for the soul, John identifies two types of motivational styles. What are they?

---

---

### ***Discussion***

Give a brief definition and an example of the use of these styles in the business environment.

---

---

What are some ways that people are manipulated in the workplace?

---

---

### ***Ask and Pray***

Proverbs 12:18 states, *"reckless words pierce like a sword, but the tongue of the wise brings healing."* Can you give any examples where words have brought healing in the workplace? Physical? Emotional? Spiritual?

---

---

Let's look at the definition of **inspiration**, from Noah Webster's 1828 First Edition of American Dictionary of the English Language. It says: **the infusion of ideas into the mind by the Holy Spirit; the conveying into the mind of man, ideas, notices or motions by extraordinary or supernatural influence; or the communication of the divine will to the understanding by suggestions or impressions on the mind, which leave no room to doubt the reality of their supernatural origin.** The example given in the dictionary is: "**all scripture is given by inspiration of God.**" What a powerful definition! Supernatural influence! Communication of the divine will to the understanding of the mind! What are some of the most inspirational moments you have experienced in business?

---

---

What inspirational moments in have you experienced from God? Did you recognize that the inspiration came from God?

---

---

Has the Holy Spirit inspired you in the business setting? How?

---

---

### ***Personal Challenge***

John states that God wants to inspire us through the principles of love, care and loving our neighbor. Loving our neighbor includes loving our employees, our vendors, our suppliers, and those that we do business with. In what ways are you showing love to your neighbors in the business setting? Could you do better at this? How?

---

---

Many of us have been inspired by great speakers like, Zig Ziegler, Bill McCartney, Earl Nightingale and others. But how does God inspire us? What principles does God use to motivate and inspire us in our professional life?

---

---

## ***Business Application***

For success in business we need to use our God-given minds, intellect, logic and personality. God then wants us to be motivated by or motivate others through a heartfelt loving relationship. Can you think of a business situation that used this combination of natural and inspirational methods to accomplish a major project or accomplish a major goal?

---

---

## ***Biblical Insight***

True inspirational motivation is "other person centered", not "self-centered". Jesus is the perfect example of this. What are two or three examples of His inspiration to others?

---

---

Unrealistic expectations and unrealistic demands in the workplace produced doubt, anxiety, frustration and stress, all of which have been proven to be counterproductive and destructive to our health. It is the age old battle between good and evil, love and hate, peace and stress. What can be done in the workplace to relieve the negative factors and produce harmony and productivity?

---

---

God is love and love produces life. Life is the opposite of death, disease and tension. Look at Paul's definition of love in the Bible in I Corinthians chapter 13 and compare this to the disease is causing emotions taken directly from Dr. Kolb's textbook.

## ***Practical Application***

What can you do in your life and business setting to foster more of God's love?

---

---

What steps can you take now to start this process?

---

---

If you are plagued by disease, stress, tension or anger, what steps can you take to change and bring more peace and calmness, health and wellness into your life?

---

---

### ***Biblical Parallel***

Review John's illustration of the 'garden of the heart'.

In John's example of the garden of the heart, how are the good seeds planted?

---

---

How are the weeds, trash, stones and garbage planted?

---

---

What must be done to remove the trash, weeds, stones and garbage in our heart?

---

---

### ***Personal Contemplation***

Good fruit or the fruit of the Spirit are found in Galatians chapter 5. Please list below:

---

---

How can the fruit of the Spirit be applied in the business model?

---

---

If your business was filled with these fruits, how would it affect productivity, efficiency, customer service and profits?

---

---

Brian Tracy, author and trainer says that for business people, "100% of our decisions are based on emotions." Our emotions are a result of the spiritual condition of our heart and are manifested with our heart and soul working together. As we inspire people to take on the emotions produced by the Fruits of God Spirit, our decisions and outcomes will improve dramatically. What steps will you take to begin this process? Why is this important?

---

---

## ***Biblical Depth***

Proverbs 3:7,8 says, *"Do not be wise in your own eyes, fear the Lord and shun evil. This will bring health to your body and nourishment to your bones."* Review the story told by Tim Johnson. What is the most significant aspect of this story for you? The above 26 words brought healing and a changed life to a man who was given the death sentence because of cancer. How powerful are 26 words from God, to a heart that was not even seeking him? How much more powerful can they be for you?

---

---

## ***Personal Challenge***

What will it take, for us to learn to take God at His Word, and believe with our whole hearts that the Bible is truth and that it brings life and healing? How can you apply these truths to your own life and business?

---

---

Do you know someone who needs healing or a life changing experience that can only come from God? What can you do about this need?

---

---

## ***Discussion***

Hebrews Chapter 4:12 states, *"For the word of God is living and powerful, sharper than any two edged sword, piercing even to the division of soul and spirit, and the joints and marrow, and is a discerner of the thoughts and intents of the heart."* Discuss this Scripture with your group. How important are the words that come out of the Word of God? How important are the words that come out of your mouth? How important is it that our words line up with His Word?

---

---

## ***Biblical Truth***

John 15:7 states, *"If you abide in Me and My words remain or abide in you, whatever you wish, will be given to you. This is my Father's glory that you will bear much fruit and show yourself as My disciples."*



Matthew 12:35-37 states, *"The good man brings good things out of the goods stored up in him, and the evil man brings evil things out of the evil stored up in him. But I tell you that man will have to give an account on the Day of Judgment for every careless word he has spoken. For by words you will be acquitted, and by words you will be condemned."*

## ***Personal Challenge***

The bottom line is that words and their meaning manifest themselves in our body, our soul and our spirit. Nourish yourself, and those you influence and serve the Lord of love, by using the right words, by using His words of life.

Your job as a leader is to:

Build people up. Praise and encourage them. Be a good coach.

Create a system to recognize the positive contributions of people.

Build loving personal relationships, by speaking one-on-one and being involved with their family and friends; get to know them.

Pray for them.

Read the Word of God every day. Be obedient and nourish others.

Will you make a commitment to take these action steps and implement them into your business?

If you do they will bring life, and that life will be abundant life.

## **Fight Like Heaven – Chapter 12**

### **Video Highlights**

**II Corinthians 10:4** – “The weapons we fight with are not weapons of the world. On the contrary, they have divine power to demolish strongholds and every pretension that sets itself up against the knowledge of God, and we take captive every thought to make it obedient to Christ.”

Take the authority the Lord has given us in His Word.

If we are called to make history for God’s glory, we are targeted by the enemy as somebody he doesn’t want to be successful. If Satan can’t keep you from being saved, his next best tactic is to keep you busy or afraid. If we are one degree off, we are diverted from God’s mission for our lives.

Every Christian has or will have an experience in battles for the Lord.

Evil spirits are passed down from parents and older generations.

Paul in **Romans 7** says, “**For I have the desire to do what is good, but I cannot carry it out. For what I do is not the good I want to do, it is no longer I who do it, but it is sin living in me that does it.**”

We lack knowledge of the spiritual world and the invisible battles we face.

#### **Examples:**

**Tony Boselli**, a former NFL all-pro tackle, once prayed for a sick boy in the locker room. After asking the mother’s permission, he told her to believe in faith that her son would be healed. As he began to pray, he felt this evil presence and a voice say, “Aren’t you going to embarrass yourself if God doesn’t heal this kid? People are going to say there goes that Jesus freak. What about your reputation? You are hurting yourself, why would God heal him through your prayers?” Boselli admitted that those words and thoughts had lessened his faith in that moment. They were the words of enemy trying to destroy his faith.

**Linda Rios Brooks** explains that Satan is like a lion going to and fro seeking whom he will devour. One night while watching a National Geographic special on lions and how they killed their prey, she learned that the male lion sneaks up on his prey ready to roar and scare the prey toward the awaiting female lions who then trap and kill the animal. The Holy Spirit revealed to her that the period of strife in her career had been a trap and a set up. He was telling her to “run to the roar.”

**We need to stand up to the enemy and tell him he is defeated and has no rights here.**

We are all involved in spiritual battle. The enemy will try to fragment our thinking and destroy our thoughts.

#### **3 Areas Where the Enemy will Attack:**

1. Strongholds
2. Soul ties
3. Confessions with our mouth

**We are to follow the lead of Jesus' ministry which is divided into these 3 parts:**

1. Evangelism
2. Healing
3. Deliverance

**Examples:**

### **The Faith of the Centurion in Matthew 8:5-13**

When Jesus had entered Capernaum, a centurion came to him, asking for help. "Lord," he said, "my servant lies at home paralyzed, suffering terribly." Jesus said to him, "Shall I come and heal him?" The centurion replied, "Lord, I do not deserve to have you come under my roof. But just say the word, and my servant will be healed. For I myself am a man under authority, with soldiers under me. I tell this one, 'Go,' and he goes; and that one, 'Come,' and he comes. I say to my servant, 'Do this,' and he does it." When Jesus heard this, he was amazed and said to those following him, "Truly I tell you, I have not found anyone in Israel with such great faith..."

**Jesus gave us the same authority to heal the blind and to cast out demons in His name. We just fail to use it.**

**Dr. Paul Hollis** tells of a story of a woman who came to him so frustrated with her job that she planned to quit. She worked in a doctor's office with seven other women and couldn't take the terrible environment of bickering, backbiting and jealousy. Paul suggested that she bind up those spirits in her coworkers on her way to work every day. When she counseled with him again he asked if she quit her job. She said that she had taken his advice and bound the spirits each morning, and every one of the women had apologized to her for their actions, without her prompting or even mentioning her prayers.

**Tom Joseph** is a CEO whose testimony shows the pressure that demonic attacks can have on a family. Tom was the only saved person in his household and was ridiculed by his family over his faith. His wife was very critical of him. When he went to a Christian Healing Ministry to learn more deeply how to pray, how to forgive and how to bind and cast out evil spirits, he also had to break through the strongholds of rejection, depression and resentment over himself. As he received healing and took on the full authority of his rights as a child of God, his kids gradually changed and he and his wife reconciled.

**Top Issues that Cause Stress in Employees (Personally):**

1. **Marriage discord**
2. **Substance abuse**
3. **Problems with children**
4. **Physical illness**
5. **Depression**

### **Putting on the Armor of God in Ephesians 6:10-20**

Finally, be strong in the Lord and in his mighty power. Put on the full armor of God, so that you can take your stand against the devil's schemes. For our struggle is not against flesh and blood, but against the rulers, against the authorities, against the powers of this dark world and against the spiritual forces of evil in the heavenly realms. Therefore put on the full armor of God, so that when the day of evil comes, you may be able to stand

your ground, and after you have done everything, to stand. Stand firm then, with the belt of truth buckled around your waist, with the breastplate of righteousness in place, and with your feet fitted with the readiness that comes from the gospel of peace. In addition to all this, take up the shield of faith, with which you can extinguish all the flaming arrows of the evil one. Take the helmet of salvation and the sword of the Spirit, which is the word of God. And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the Lord's people. Pray also for me, that whenever I speak, words may be given me so that I will fearlessly make known the mystery of the gospel, for which I am an ambassador in chains. Pray that I may declare it fearlessly, as I should.

Strongholds are based on lies that we accept as truths about ourselves, and often occur as a child.

**Example:**

**Pam Mullarkey** is the founder of Project SOS, which helps teens stay abstinent before marriage. When Pam was 6 years old her little brother died. During this time of pain and hurt in her family, she heard this little faint voice inside of her say "It was your fault that he died. You caused it." She believed that lie and kept the guilt inside of her for 35 years. Through Theophostic Ministry she received healing for her guilt. Through God's grace, she discovered that the Lord will remove the lie and take away the opportunity for the enemy to torment.

**Three sources where we hear and receive thoughts and voices:**

1. **Our own self will**
2. **The enemy**
3. **God Himself**

The enemy seeks to keep our minds in a frustrated state, while the Lord wants us released and freed from the lies.

## The Mind Game

*The enemy's goal: keep us neutralized, least effective. and trapped in your negative emotions*

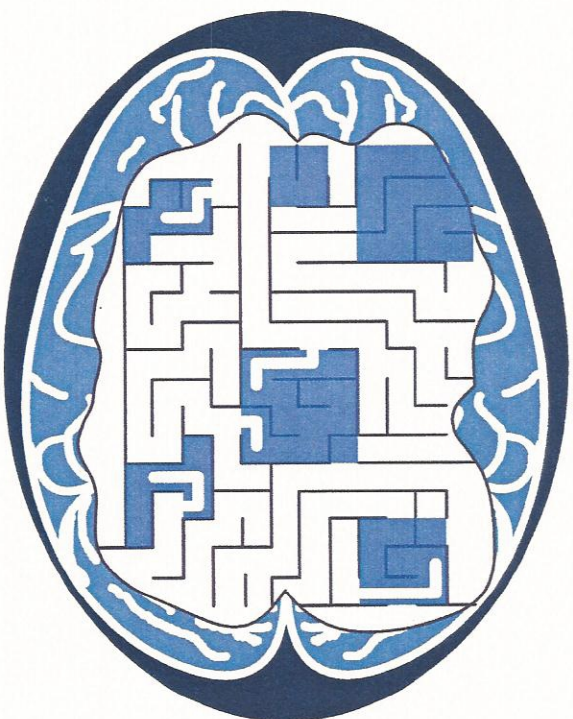
"you can't change"

"You're not capable"

"You don't have time"

"The pressure is too great"

"You don't have the money"



"You will look stupid, embarrass yourself"

"You're too busy"

"Remember what happened last time"

"You're not smart enough"

"They won't let you!"

## ***Lesson 12 Fight Like Heaven***

*II Peter 1:2* states, "***Grace and peace be multiplied unto you through the knowledge of God, and of Jesus our Lord.***" Having an understanding of how to fight spiritual battles is essential in successfully running a business. The word **knowledge** in this Scripture means a lot more than just mental **understanding**. It means more than just the kind of knowledge that you gained through your senses. In the Greek, it **means exact knowledge** or knowledge that has been revealed directly to your heart by the Spirit of God. This could be called **revelation knowledge**. Webster defines **knowledge** as the act, fact, or state of knowing; awareness and understanding.

Webster defines a **weapon** as an instrument or device of any kind used for fighting, specifically in warfare; any means of attack or defense.

Webster defines **authority** as the power or right to give commands, enforce obedience, take action or make final decisions; jurisdiction. Another definition states that authority is power or influence resulting from knowledge.

Webster defines **strong** as physically powerful, having great muscular strength or robust. Strong is also defined as being morally powerful, having strength of character or will. The word **stronghold** is defined as a place having strong defenses, a fortified place or a place where a group having certain views, attitudes, etc. is concentrated.

If the enemy has a stronghold in your life, it is going to take revealed knowledge and using the weapons that God has given us to get victory. Let's take a deeper look at how we need to Fight Like Heaven.

---

### ***Personal Study: Fight Like Heaven***

#### ***Biblical Insight***

The Bible says that, "***the Kingdom of Heaven suffers violence but the violent take it by force.***" We are in a war, a spiritual war and at times a natural war. *II Corinthians 10:4-5* states, "***The weapons we fight with are not weapons of the world. On the contrary, they have divine power to demolish strongholds and every pretension that sets itself against the knowledge of God, and we take captive every thought to make it obedient to Christ.***"

Our mind is a battlefield. What are the weapons to which this Scripture is referring?

---

---

How do we use these weapons?

---

---

What is the source of their power?

---

---

### ***Biblical Depth***

*Ephesians 6:10-20, "Finally, my brothers, be strong in the Lord, and in the power of His might. Put on the whole armor of God, that you may be able to stand against the wiles of the devil. For we wrestle not against flesh and blood, but against principalities, against Powers, against the roars of the darkness of this world, against spiritual wickedness in high places. Therefore take unto you the whole armor of God that you may be able to withstand in the evil day, and having done all, to stand. Stand therefore, having your loins gird about with truth, and having on the breastplate of righteousness; and your feet shod with the preparation of the Gospel of peace; above all, taking the shield of faith, wherewith you shall be able to quench all the fiery darts of the wicked. And take the helmet of salvation, and the sword of the Spirit, which is the Word of God: praying always with all prayer and supplication in the Spirit, and watching here unto with all perseverance and supplication for all Saints; and for me, that utterance may be given unto me, that I may open my mouth boldly, to make known the Mystery of the Gospel, for which I am and ambassador in bonds: that therein I may boldly speak, as I ought to."*

### ***Personal Application***

Jesus commanded demons to obey Him. As we are **in** Him, we have that same authority. In **II Chronicles Chapter 20** the Bible clearly states that "***the battle is not ours but it is the Lord's***". We must learn to effectively fight this battle. Have you ever felt that you have been in a spiritual battle such as the one John faced when he felt an evil spirit jump on his back? Please describe.

---

---

John states that most Christians can't distinguish the voice of their flesh or their own will, from

the voice of the enemy or even the voice of the Lord Himself. How do you distinguish or discern the voices that you hear?

---

---

How would you define the voice of the "flesh"?

---

---

How do you define self?

---

---

How do you determine or discern if it is the voice of the enemy, or the voice of the Lord?

---

---

### ***Ask and Pray***

***John 10:10*** tell us, "***The thief does not come except to steal, and to kill, and to destroy. I have come that they may have life, and that they may have it more abundantly.***" This is in red letters, indicating that Jesus is speaking. Satan is referred to as the thief. If a situation or circumstance in your business or personal life is trying to steal, kill or destroy something, it does **not** come from God. It comes from Satan. We must accept and recognize that the spirit world is real and that there is a real God and a real devil. As John says, it's just not Halloween stuff. Discuss with your group regarding this scripture and these statements. What new insights does this provide concerning the things that are happening in your business?

---

---

### ***Reflect and Answer***

John says that if Satan can't keep you from being saved, his next best tactic is to keep you busy or to keep you in fear. Have you experienced this in the workplace? Please describe.

---

---

What is a stronghold, in the spiritual sense?

---



How is a stronghold formed in your life?

---

What can be done to free someone from demonic strongholds?

---

---

## ***Personal Challenge***

The apostle Paul in *Romans chapter 7* says, "*For I have the desire to do what is good, but I cannot carry out. For what I do is not the good I want to do, it is no longer I who do it, but it is sin living in me that does it.*" We've all heard the phrase, the devil made me do it. John provides some of the ways that might describe this experience:

Mindsets

Fear of looking stupid

Paradigms

Fear of embarrassment

Glass ceilings

Self pity

Stinking thinking

Lack of faith in our abilities

Comfort zones

Fear of failure

Apprehension towards risk

Fear of success

Self-centered thinking

From the list above, what are some of the strongholds that have impacted your life and your business?

---

---

Review the experience that John had struggling to be obedient to write his book. What were John's strongholds and fears?

---

---

Have you had similar experiences as it relates to growing your business or achieving new objectives? Have you seen others struggle along these lines?

---

---

## ***Personal Discernment***

The Bible states that *Jesus has given us authority to go into all the world, to cast out devils, to tread on serpents and to bring the Gospel to people*. In the video, John relates experiences where the enemy spoke into the mind concerning both Tony Boselli and himself. Have you ever had the enemy of your soul speak to you? How did you know that it was the devil? What did you do about it?

---

---

## ***Personal Challenge***

The Bible states that, "*The devil is like a lion that roams around looking for someone to destroy*". David's experience in defeating the lion and the bear gave him the confidence to face Goliath. John tells the story of Linda Rios Brooks and her choice to continue teaching Sunday school over being an executive of a large NBC affiliate. From this story, what does it take to stand up to the roar of a lion? How do we stand up to the enemy and his evil?

---

---

What does it mean to run to the roar and how do we do it?

---

---

## ***Biblical Parallel***

It is clear from the Bible that the enemy means for evil situations and circumstances to destroy you. However, when these are placed in God's hands, God will use them for your good. We must seek His face, trust Him and stay steadfast. We must use the weapons of warfare that He provides. We see this in the story of Joseph. *Joseph went from the pit, to prison and then back into prison again*. But in the last chapter of Genesis, *Genesis 50:20* Joseph states, "*But as for you, you meant evil against me; but God meant it for good, in order to bring it about as it is this day, to save many people alive.*" Can you recall experiences that you thought were going to destroy your business and yet God turned them around and brought good out of them?

---

---

John states that we will all be caught up in the spiritual battle at some point in our business life. He suggests that there are three areas that the enemy will try to use to neutralize our efforts. What are they and how do they affect our walk?

---

---

Jesus' ministry was divided into three parts. Please list these and briefly describe them and how they apply to you.

---

---

### ***Biblical Depth***

Understanding that we have authority in the spirit realm is critical to business success. Jesus said that He has given us the **keys to the kingdom**. These keys are knowledge and understanding of how to apply His Word to the situations we face. He said that whatever we bind on earth will be bound in Heaven. He also gives us an example in the story of the Centurion in *Matthew 8:5*, where the Bible states, "*The Centurion asked Jesus to heal one of his slaves. Jesus says that He will go to this Centurion's house, but the Centurion says, "Lord, I do not deserve to have You come under my roof. But just say the word and my servant will be healed. For I myself am a man under authority with soldiers under me. I tell this one, go, and he goes; I tell another one to come and he comes. I say to my servant, do this and he does it."* Jesus made the comment that he had not seen greater faith in all of Israel than this." What aspects of authority, faith and speaking can you glean from this story and apply to your business?

---

---

Refer to the story of Dr. Paul Hollis who recommended to a lady that she bind the spirits in her work environment. What did she do and what were the results on her actions?

---

---

Are there any symptoms of bickering, backbiting and jealousy in your work environment? What might you do on a daily basis to change this situation?

---

---

### ***Pray and Reflect***

God desires to pour out blessings upon us. However, He has a greater eternal purpose in preparing us for our calling and destiny. According to the video, what are God's options in dealing with us?

---

---

In *Hosea* the Bible says, that, "*My people perish for a lack of knowledge*". We must seek the knowledge of how to pray, how to forgive, how to bind and how to cast out evil spirits. Review the story of Tom Joseph who faced pressure from his wife and family as well as demonic attacks. What were the steps or processes that Tom went through for his healing and reconciliation? What are the applications of this process you could use for your business or work setting?

---

---

### ***Business Insight***

The question was asked, "As an employer, what are some problems of your people?" Productivity surveys done through the years by employee assistance programs and other groups, demonstrate that there is proof that employees bring the stress and pain of their personal lives to work with them everyday. The most common issues are: marital discord; alcohol and drug abuse; problems with children and other family members; physical illness; depression and stress. Have you experienced or seen others in the work setting that have experienced these issues? How has it affected productivity? What secular or worldly methods have you seen used and what were the results?

---

---

What spiritual or Godly methods have you seen used and what were their results?

---

---

### ***Personal Application***

John suggests that we are in a spiritual war and we must use our God-given authority and our faith to fight this war. What are the key tools we must use to be successful in this battle?

---

---

### ***Biblical Parallel***

Let's look at some key verses in *Ephesians Chapter 6* again.

*Ephesians 6:10-20: “Finally, my brethren, be strong in the Lord and in the power of His might. Put on the whole armor of God, that you may be able to stand against the wiles of the devil. For we do not wrestle against flesh and blood, but against principalities, against powers, against the rulers of the darkness of this age, against spiritual hosts of wickedness in the heavenly places. Therefore take up the whole armor of God, that you may be able to withstand in the evil day, and having done all, to stand. Stand therefore, having girded your waist with truth, having put on the breastplate of righteousness, and having shod your feet with the preparation of the gospel of peace; above all, taking the shield of faith with which you will be able to quench all the fiery darts of the wicked one. And take the helmet of salvation, and the sword of the Spirit, which is the word of God; praying always with all prayer and supplication in the Spirit, being watchful to this end with all perseverance and supplication for all the saints—and for me, that utterance may be given to me, that I may open my mouth boldly to make known the mystery of the gospel, for which I am an ambassador in chains; that in it I may speak boldly, as I ought to speak.”*

John refers to putting on the full armor of God that is referred to in this Scripture. How do we **put on** this armor and **how do we use** it?

---

---

### ***Personal Challenge***

Please refer to the Pam Mullarkey story regarding her little brother’s death when she was just 6 years old. Based on this story, what is one of the key tactics of the enemy in attacking us in order to build strongholds?

---

---

A voice told her it was her fault, which of course was a lie. She carried that guilt inside of herself for 35 years. Lies and deception caused her to be in bondage. This lie became a stronghold. How was she set free from this lie?

---

---

### ***Biblical Insight***

We must recognize the source of lies and how we hear and receive them. In the Bible, Satan is called the father of lies. John identifies three different sources of lies. What are they?

---

---

Consider also a fourth source. This can include other people, the media and even the circumstances and situations of our environment.

### ***Personal Discernment***

John states that God will remove the lies of the enemies so that the enemy cannot use them to defeat us. How does God remove lies from us? Have you experienced this?

---

---

The Bible says that *the truth shall set you free.*

How do you recognize that there is a stronghold in your life?

---

---

What should you do if you recognize that the enemy has a stronghold in your life and it is affecting your business and your personal life?

---

---

### ***Biblical Challenge***

*James 4:7-8, states, "Therefore, submit to God. Resist the devil and he will flee from you. Draw near to God and He will draw near to you. Cleanse your hands, you sinners; and purify your hearts, you double minded." What are the steps you can do to draw close to God?*

---

---

What are the steps you can take to resist the enemy?

---

---

How can you apply these truths to your business or workplace?

---

---

Remember, that faith without works is dead. With this new knowledge, we challenge you to step out in faith, and take action. Use the weapons God has given you and win the battle!

## The Trinity Model – Chapter 13

### Video Highlights

#### Example:

Article, “Why Companies Fail,” Top 10 Reasons:

1. Spoiled by success
2. See no evil
3. Fearing the boss more than competition
4. Overdosing on risk
5. Acquisition lust
6. Believe your own press clippings more than your employees
7. Strategy to join the trends or be in-vogue
8. Dangerous corporate culture
9. New economy death spiral
10. Dysfunctional board

Everyone gets the chance to experience humility involuntarily or voluntarily.

In big business, many conflicts stem from the Models of Leadership vs. Model of Management. The leadership model is characterized as “doing the right thing.” The management model is characterized as “doing things right.”

Christ was our best example of leadership. He was the Servant, Shepherd and Steward, whose approach was inspirational, modeling and teaching.

#### Example:

**Bill Pollard**, of ServiceMaster, the multi-billion dollar public company, in his book, The Soul of the Firm, relates these comments: *Socrates said that a person should first understand oneself as a means of making contributions to others. ‘Know thyself’ was his advice.’ Aristotle counseled his followers that to ‘use one’s talents to the utmost, one must have discretion and direction.’ His advice was to ‘control thyself.’ But another great thinker changed history – and the hearts of people – with his unique approach to a meaningful life. ‘Give thyself’ were the spoken words of Jesus. In John 13 we read the story of how Jesus took a towel and a basin of water and washed the disciples’ feet. In doing so, He taught his disciples that no leader is greater than the people he leads, and that even the humblest of tasks is worthy of a leader to do.*

*Does this example fit in today’s world, 2000 years later? There certainly is no scarcity of feet to wash, and towels are always available. I suggest that the only limitation, if there is one, involves the ability of each of us as leaders to get on our hands and knees, to compromise our pride, to be involved, and to have compassion for those we serve.*

*Bill continues, for people to grow and develop within the firm, its leaders and managers must be prepared to serve as part of their leadership. Servant leadership is part of our ethic, and it all means leaders of our firm should never ask anyone to do anything they are not willing to do themselves. The leader exists, for the benefit of the firm, not the firm for the benefit of the leader. When we lead by serving, we are committed to be an example for others to follow, initiator for change and growth and an activist for the future.*

The Management Model deals with the fruit of things at the top rather than at the root of the problem.

The “triplicate of choice” marketing strategy is about (1) price, (2) quality, and (3) service.

God has a plan for us to learn and to be successful in building on a “Solid Foundation.”

It is in the day to day relationship that we learn to be led by the Holy Spirit.

**We have 3 ways of listening to God:**

1. **Proactively**
2. **Apathetically or complacently**
3. **Reactively**

“Pay me now or pay me later.”

**John 10:3-4** The gatekeeper opens the gate for him, and the sheep listen to his voice. He calls his own sheep by name and leads them out. When he has brought out all his own, he goes on ahead of them, and his sheep follow him because **they know his voice**.

**I Kings 19:11-12** The LORD said, “Go out and stand on the mountain in the presence of the LORD, for the LORD is about to pass by.” Then a great and powerful wind tore the mountains apart and shattered the rocks before the LORD, but the LORD was not in the wind. After the wind there was an earthquake, but the LORD was not in the earthquake. After the earthquake came a fire, but the LORD was not in the fire. And after the fire came **a gentle whisper**.

**Example:**

**Bob Harrison** – During the middle of the gas crisis in the 1970s when people were trading in their gas guzzling cars, Bob heard God’s voice telling him to buy a Chrysler dealership. In obedience, he raised the \$50,000 for the down payment on the business and within 90 days his Southern California dealership was in the top 10 in America. Within a few years he sold the dealership and entered the ministry.

God’s plans go beyond the logical business paradigms we get trapped in.

**Proverbs 16:1-3**

To humans belong the plans of the heart,  
but from the LORD comes the proper answer of the tongue.  
All a person’s ways seem pure to them,  
but motives are weighed by the LORD.  
Commit to the LORD whatever you do,  
and he will establish your plans.

**Proverbs 16:9** - In their hearts humans plan their course, but the LORD establishes their steps.

Understanding the levels and practical application of the outer court, inner court and Holy of Holies depends on our growth, maturity, openness and teachability.



**Level 1 – the outer court.** This is where we begin with the Lord in a natural light, natural God given reasoning ability, acts of God, being a servant of God in our walk, investigate about what we see, we are to expect a 30 fold return, asking God to help us.

**Level 2 – the inner court.** This is where we operate by candlelight (inside), inspired reasoning, Spirit empowered in the ways of God, and His friend. We are to initiate in God's ways, expect 60 fold returns, thinking we will help God.

**Level 3 – Holy of Holies.** This is where we seek the mind of Christ, His supernatural presence, God's power compared to our own, joint-heirs with Christ, soaring on eagles' wings, expecting a 100 fold return where the Lord actually works through us.

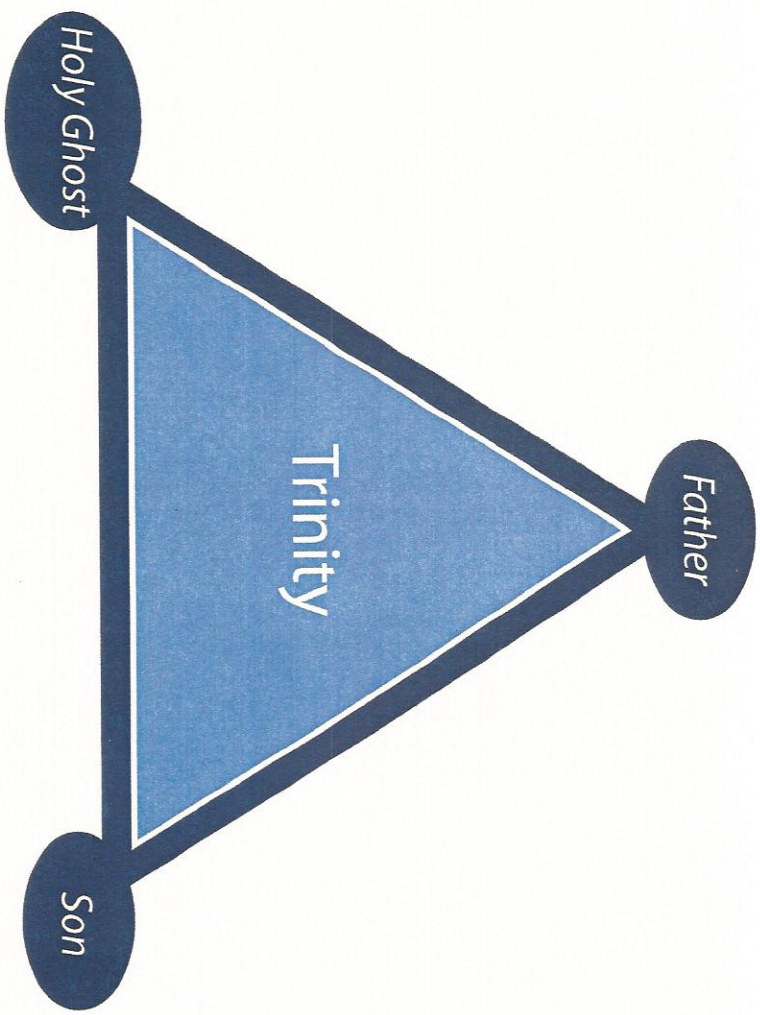
**For the ultimate business success of the Christian believer you must:**

1. **Know His ways**
2. **Know His voice**
3. **Build on a Solid Foundation**
4. **Stay the course**

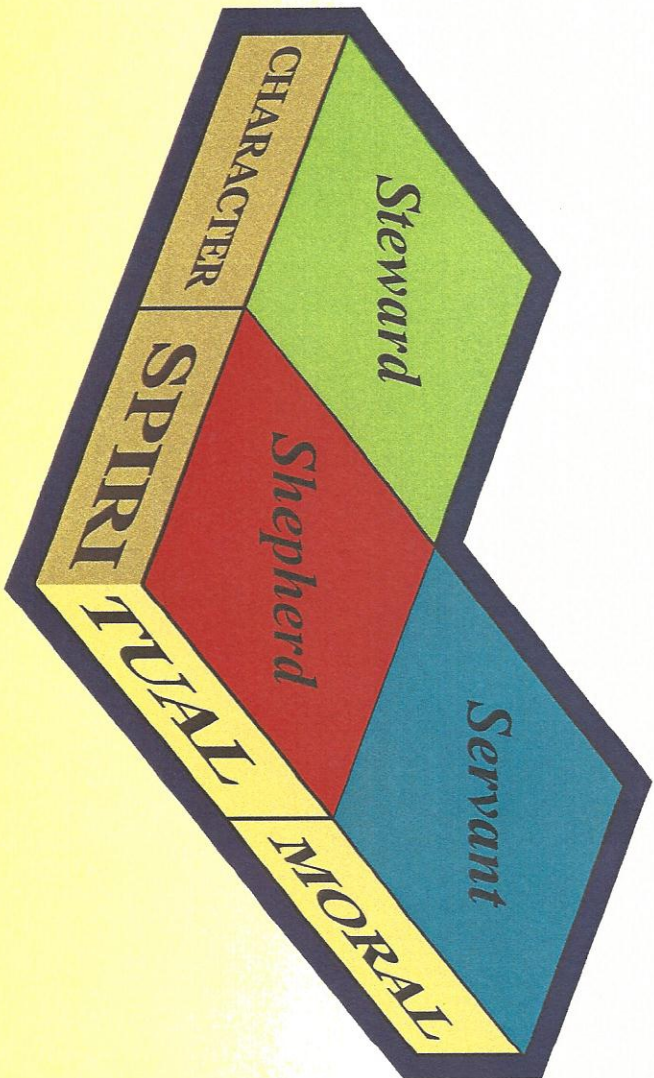
## Top 10 Reasons Why Companies Fail

1. **Spoiled by Success**
2. **See no evil**
3. **Fearing the boss**
4. **Overdosing on risk**
5. **Acquisition lust**
6. **Believe your own press clippings**
7. **Strategy to be in vogue**
8. **Dangerous corporate culture**
9. **New Economy death spiral**
10. **Dysfunctional board**

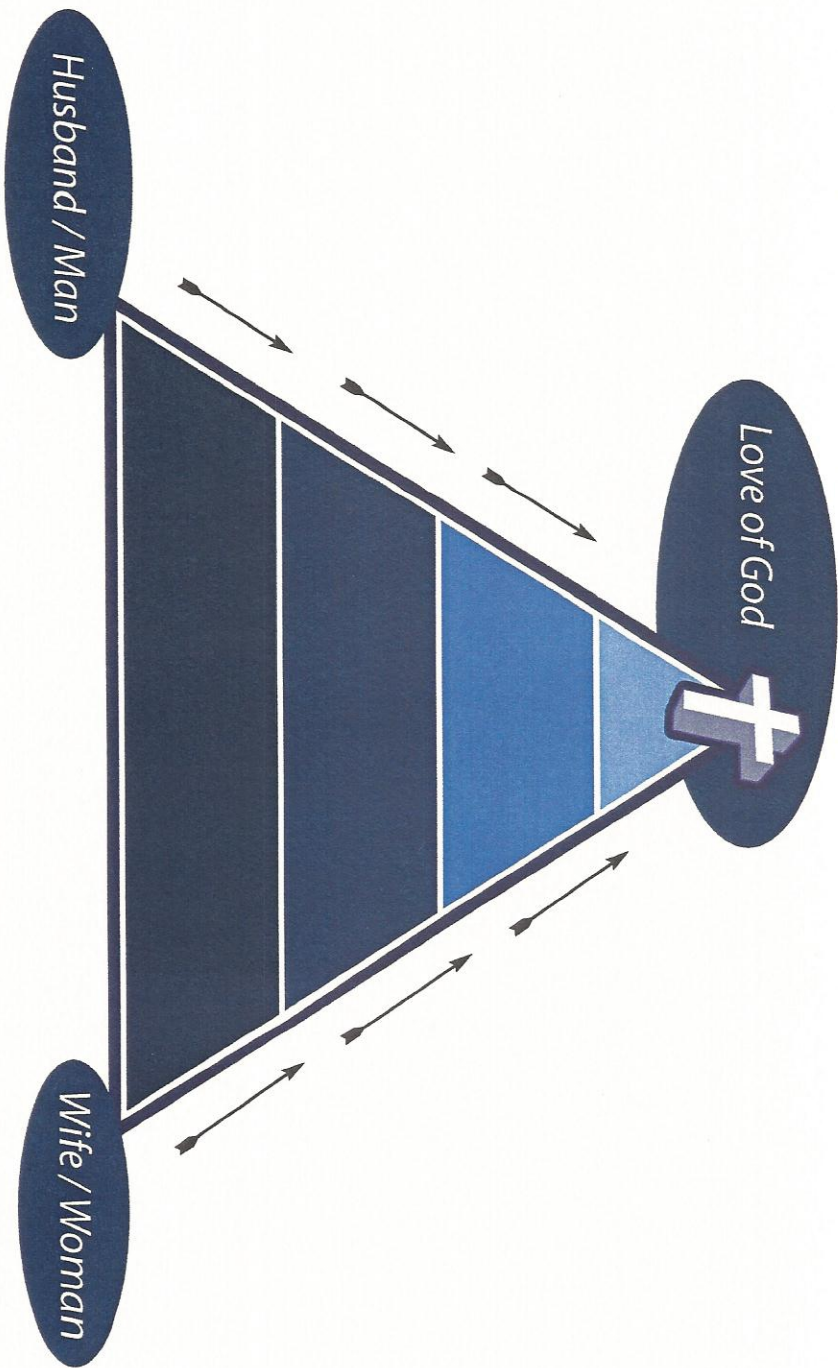
Trinity of the Father



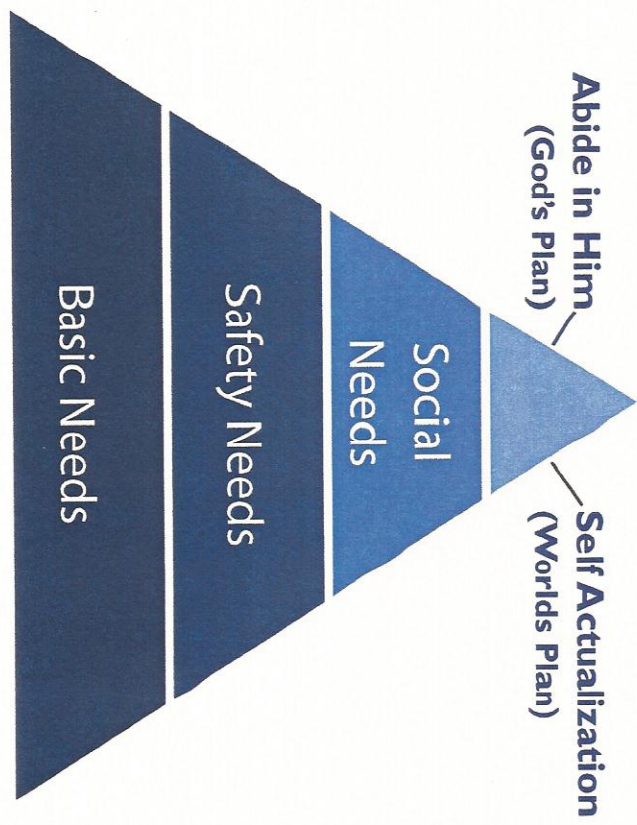
The Three Cornerstones



### The Triangle of Love Legend

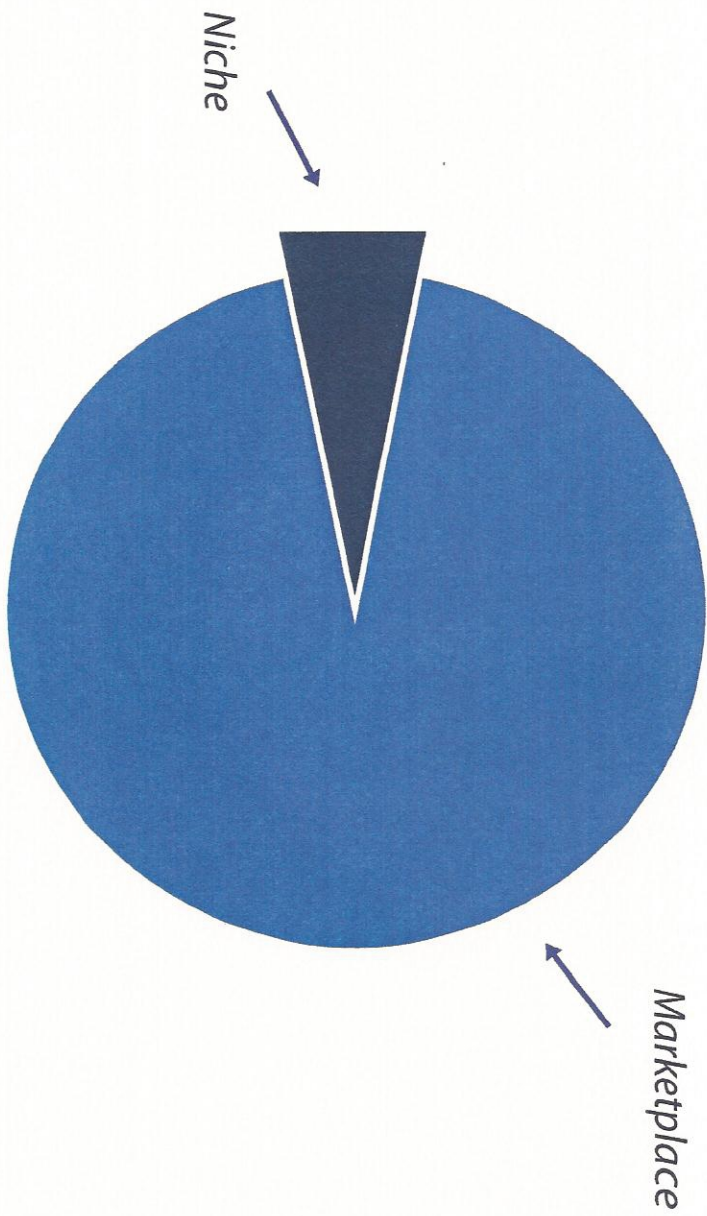


Trinity in Business

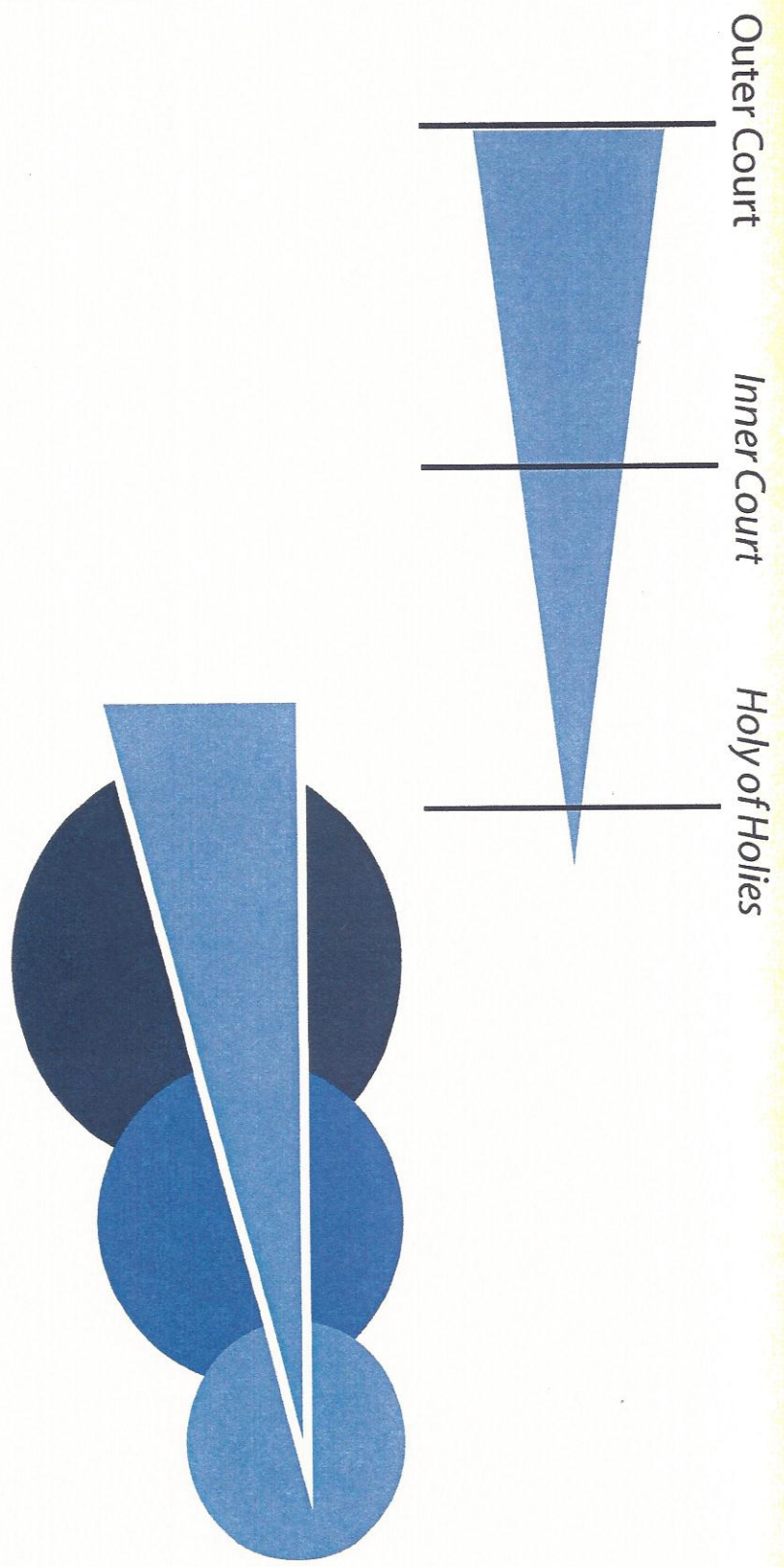


Maslow's Hierarchy of Needs

Entering the Market



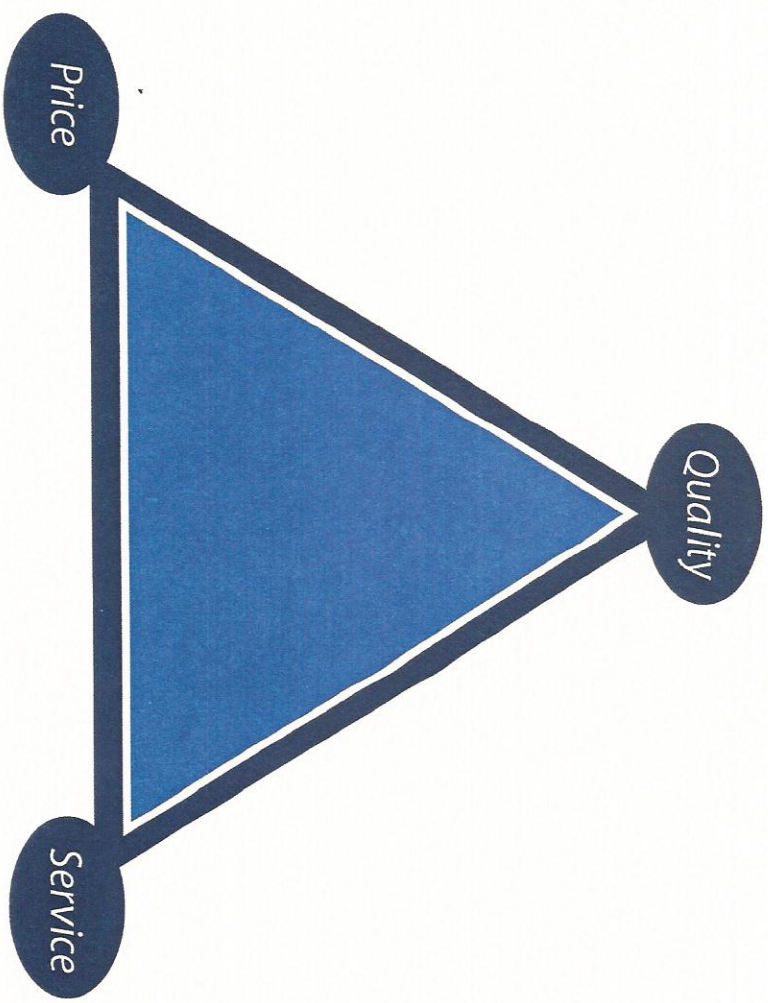
### Spiritual Progression





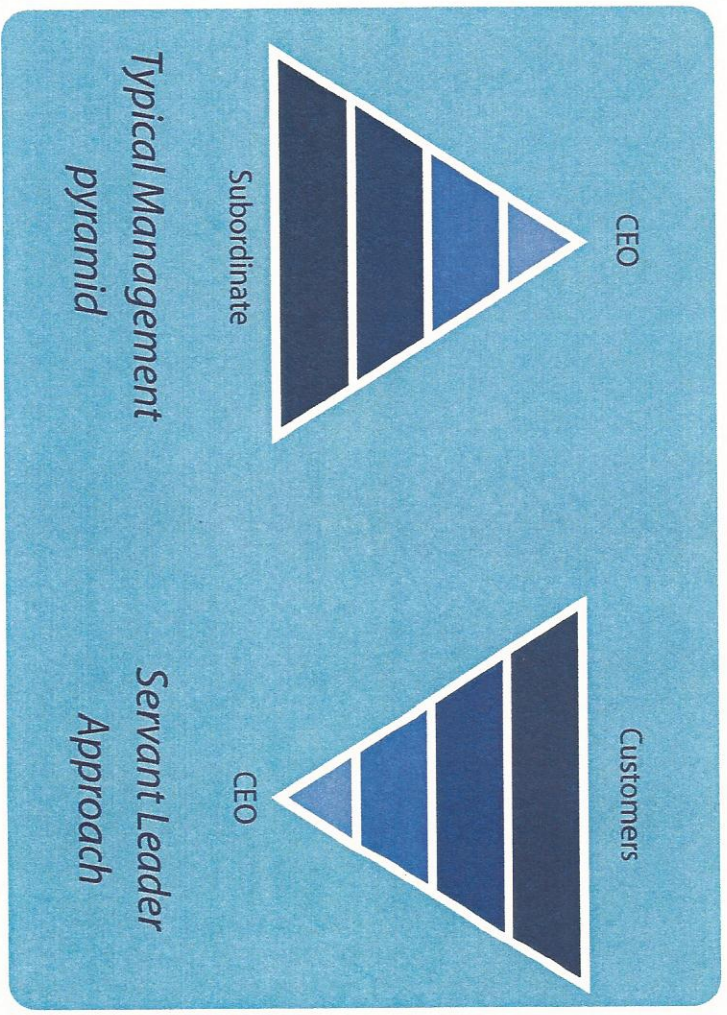
### Triplicate of Choice

Define how your business is best.  
Pick two of the three.



### Trinity in Business

Top Management vs. Servant Leadership.



## ***Lesson 13 The Trinity***

Webster defines **Trinity** as the condition of being three or threefold. A set of three persons or things that form a unit. In Christian theology, it is the union of the three divine persons; Father, Son and Holy Spirit in one Godhead.

The Scriptures speaks of a threefold cord that is not easily broken and also the relationship between the body, soul and spirit. In the world we have the triple play, three strikes you're out, you're once, twice, three Times a Lady, and many other examples. John states that he believes and that Bible scholars agree, that the Lord has designed and planned for sequences of three or threefold ideas, models or concepts that have significance in our lives and especially in our businesses. This lesson is a collection of threefold concepts and how they can apply to your business by building on a Solid Foundation.

---

### ***Personal Study: The Trinity***

Review the 10 reasons “Why Companies Fail” and John's comments concerning the article of the same name published in Fortune magazine by Charan and Useem paraphrased below.

1. **Spoiled by success:** Success comes from the Lord no matter how hard we work. As Christians, we've got to keep that in full perspective.
2. **See no evil:** Even Fortune Magazine writers recognize that there is an enemy that is trying to produce blind spots in us. Facades rise up, our ego or pride raises its ugly head, and insensitivity or even our focus on greed keeps us from God's will. We are deaf to hearing our customer complaints or our employees in their dissatisfactions.
3. **Fearing the boss more than competition:** Watch out, because if we create the wrong culture or the wrong environment for our employees they are going to fear to be honest with us, fear to take risk or even be passionate to contribute to our business's success, not even serving the customer's best interest. We need to continually build ownership among our employees.
4. **Over dosing on risk:** There is a time to sow and a time to harvest. The Lord has cycles for us to grow, learn and develop our character. We need to watch out for those blind spots that come from pride and even from grace. We have to seek His course and His guidance.

5. **Acquisition lust:** There's a natural passion for growth among all of us. It is easier to grow a company through the acquisition trails, but it also can keep us from being focused on God's will. It's easy to be "in the world" and we have to do that but we are not supposed to be "of the world."

6. **Believe your own press clippings more than your employees:** The builder and owner of the Titanic said, "Even God can't sink this ship, it's too well built." Unfortunately, there were 5,000 people lost through what they call one of the greatest wonders of the world, The Titanic. That's far more people than lost their lives in the 9/11 attack on New York City. It was the same "iceberg" of pride, greed and self-centered thinking that pulled down Enron, WorldCom, Arthur Andersen and even IBM in the 1980s.

7. **Strategy to join the trends or be in vogue:** In America's fast-paced society, we thrive on trends and new concepts. We are always running to try something new, but God desires us to be in a niche, to be specific, to be in our calling.

8. **Dangerous corporate culture:** How we walk our talk as executives goes a long way toward creating the right culture, which will honor God and best serve our stake holders.

9. **New economy death spiral:** They were referring, of course, to the stock market boom during the years of rapid growth of technology and Internet companies. So many companies were born and grew rapidly through this new economy, only to bust and create hurt for so many employers, employees and stockholders. While God calls us to change, He stays the same. He is our rock and our solid foundation to live by.

10. **Dysfunctional board:** Wise Counsel comes from God's perspective and starts with prayer. He is the God of visions and wisdom. Men and women of experience, reputation and ego may have a selfish intent in terms of how they may help you. We need to be prudent in who we select to be our Godly advisors. Too many boards unfortunately, become cheerleaders for the CEO and the entrepreneur rather than objective advisors.

### ***Review and Reflect***

Please select the top four from this list that you have personally experienced in the workplace or observed in other companies and provide a brief analysis of your experience.

---

---

---

---

John summarizes and identifies three keys from this article. These are:

Ego or pride

Making money or greed

Achievement or performance

These are the false gods of the world. In addition we can add another trio:

Self-centered thinking

Disobedience

Deceit of the world

In your professional business situation, which of these has given you the most problems? How have you dealt with them?

---

---

Have these experiences brought you to a place of humility and seeking God? Please explain.

---

---

### ***Biblical Insight***

John summarizes Maslow's Hierarchy of Higher Needs as seeking "self-actualization." The Bible tells us in Matthew 6:33 that we are **to seek first the Kingdom of God and His righteousness**. In Romans 14:17 we are told that **the Kingdom of God is righteousness, peace and joy in the Holy Spirit**. Jesus is our Trinity model as He is the Way, the Truth, and the Life. Through the Holy Spirit we are to seek peace, joy and love. The Jesus model requires laying up treasures in heaven, not on earth. It is an eternal perspective. What are things we can do in the business setting that lay up treasures in heaven?

---

---

Read the first three verses of chapter 26 in the book of Matthew. Jesus states that in two days it will be Passover and he will be delivered up to be crucified. In Matthew 26:1 the Bible said he had just finished all of these sayings. This is referring to what Jesus spoke in Matthew chapter

25. Read Matthew chapter 25 with the understanding of how important these principles He was teaching, if it was two days prior to His crucifixion. How do these truths apply to your situation?

---

---

How does the Jesus model supersede the self actualization model of Maslow?

---

---

### ***Just for Fun***

John began this video suggesting that the Lord designs and plans for sequences of three, threefold ideas and models or concepts of three that are significant in the Bible and can be related to our business life. In the world we have many examples of 3's. Three strikes you're out; on your mark, get set, go; ready, aim, fire; or for some people, ready, fire, aim. We have three branches of government; red, yellow and green traffic lights and the list could go on and on. What other sets of three can you see in your business setting?

---

---

### ***Biblical Depth***

Most of us in business can see the logic of the Trinity: the Father, Son and Holy Ghost. God is the delegator using Jesus and the Holy Spirit. Jesus was only here on earth 33 years and his ministry only lasted three years. Three men died on the cross. There are three cornerstones of the solid foundation; moral, character and spiritual truths. In 433 A.D, St. Patrick brought Christianity to Ireland. He used the Shamrock, the three leaf clover to describe the Father, Son and Holy Spirit. It is now the national symbol of Ireland and the symbol of good luck and God's blessings on the land.

### ***Illustration***

Compare and contrast the aspects of management versus leadership based on the model of leadership and the model of management provided in the video.

---

---

John characterizes leadership as "doing the right thing" and describes management as "doing things right." What is your conceptual definition of leadership?

---

---

What is your practical definition of leadership?

---

What is your conceptual definition of management?

---

What is your practical definition of management?

---

What type of manager or leader are you?

---

### ***Personal Challenge***

John quotes Ken Blanchard as saying, "a lot of organizations like this are driving with their brakes on." What is your interpretation of the statement and have you experienced this in your professional or business life?

---

---

What changes could or should be made to take the brakes off of your business?

---

---

Explain the Jesus as a model of leadership. His approach involves three keys. What are these three keys?

---

---

Give an example of how He used these in person or as examples and the parables. Give an example of each of these keys in your current business situation.

---

---

Bill Pollard, of ServiceMaster, the multi-billion dollar public company, in his book, *The Soul of the Firm*, relates these comments: "Socrates said that a person should first understand oneself as a means of making contributions to others. 'Know thyself' was his advice. Aristotle counseled his followers that to 'use one's talents to the utmost, one must have discretion and direction.' His advice was to 'control thyself.' But another great thinker changed history – and the hearts

*of people – with His unique approach to a meaningful life. ‘Give thyself’ were the spoken words of Jesus. In John 13 we read the story of how Jesus took a towel and a basin of water and washed the disciples’ feet. In doing so, He taught His disciples that no leader is greater than the people He leads, and that even the humblest of tasks is worthy of a leader to do.*

In summary,

Socrates said: \_\_\_\_\_;

Aristotle said: \_\_\_\_\_;

Jesus said to: \_\_\_\_\_.

## **Pray and Review**

Knowledge is critical. We must know our market, know our people, know our product and know ourselves. Control is critical. We must control expenses, control production, control waste, control our finances and control ourselves. Bill Pollard states that Jesus had a unique approach to life: it was to give thyself. What are some of the practical applications of this statement that apply to your business? What can you do to fulfill this commandment of giving?

---

---

Remember, the leader exists for the benefit of the firm, not the firm for the benefit of the leader. Why do you think that God has placed you as a leader in your business? Give three reasons.

---

---

## ***Biblical Parallel***

Fruit or root, that is the question. We can inspect the fruit, but we must fix the root! The management model often attempts to resolve issues at the tip of the iceberg rather than examine the foundational or deeper issues. Many times much time is spent in businesses resolving the wrong problem. Managers at times deal with the fruit or the symptoms rather than the root cause of the problem or issue.

What are some of the fruit problems you deal with on a consistent basis in your business?

---

---

What may be the root causes of these issues?

---

---



What steps can you take now to care for or fix the root issues?

---

---

John uses the illustration of entering into a new niche market and the trinity concept of price, quality and service. What is his major premise and how does he validate his hypothesis? Do you agree or disagree? Has this been your experience in expanding into new markets?

---

---

Southwest Airlines found their niche. What were some of the other factors, other than price, quality and service that they found effective in maintaining profitability since 1973?

---

---

### ***Personal Application***

How can you implement and apply these ideas to your own business?

---

---

Once you are successful in your niche you can then add additional products and services because you have built credibility with your customer. This is building on a solid foundation.

### ***Biblical Insight***

Chapter 16 of Proverbs has some interesting things to say about the mind of man and how God operates in the life of a believer. ***"The plans of the mind and orderly thinking belong to man, but from the Lord come the wise answer of the tongue. All the ways of a man are pure in his own eyes, but the Lord weighs the spirits, the thoughts and the intents of the heart. Roll your works upon the Lord, commit and trust them wholly to Him; He will cause your thoughts to become agreeable to His will, and so shall your plans be established and succeed. A man's mind plans his way, but the Lord directs his steps and makes them sure."***

John states that God wants to be our Shepherd leader and lead us moment by moment, not only in our personal life but in our business life as well. God speaks to us through His Word, the Bible and through our born-again spirit, by that small still voice and witness in our conscience. God also speaks to us through others, through our situations and our circumstances. At the same time, our flesh, others and the enemy are speaking to us in hope of deceiving us and drawing us off track.

Have you heard God's voice speak to you?

---

What was this experience like?

---

How did it change your life?

---

### ***Personal Challenge***

John states that if we don't actively seek God and His ways, He allows us to experience pain to get our attention. It seems that we hear God best when we are broken, in difficult situations, are humble and seeking him. At some point we become proactive in hearing God's voice. We must follow the advice of Psalm 46:10, which states, ***"Be still, and know that I am God; I will be exalted among the nations, I will be assaulted in the earth!"*** We must become still, and in humility we must listen, become obedient and trust Him as He directs our path. We then began to avoid many painful experiences because we are walking in obedience, walking our talk, fulfilling our God-given call and seeking our destiny.

What steps can you take, to enter into this proactive place of hearing God's voice?

---

In reference to the revelation given to Michael Pink in the video concerning the Temple of God in the Old Testament, John compares being in the Holy of Holies as being in the "zone". This is when you know God is working through you; it's that area of consecrated grace. This is where you sense that He is in control. We must maintain our eternal perspective. This is having the mind of Christ, humbly and obediently being sold out to the Lord. It is building on the Solid Foundation of God's truth, knowing that Jesus Christ is the Chief Cornerstone.

### ***Biblical Depth***

In summary, review the following Scriptures, their implication and the steps you will take to build your business on the solid foundations of God's truths.

John 3:16: ***"For God so loved the world that He gave His only begotten Son, that whoever believes in Him should not perish but have everlasting life."***

I John 1:9: ***"If we confess our sins, He is faithful and just to forgive us our sins and to cleanse us from all of righteousness."***

Proverbs 3: 5-6: *"Trust in the Lord with all your heart, and lean not to your own understanding; in all your ways acknowledge Him and He shall direct your path."*

Ecclesiastics 12:13-14: *"Let us hear the conclusion of the whole matter: fear God and keep His commandments, with this is man's all. For God will bring every work into judgment, including every secret thing, whether good or evil."*

Isaiah 1:16-20: *"Wash yourself, make yourselves clean; put away the evil of your doings from before My eyes. Cease to do evil, learn to do good; seek justice, rebuke the oppressor; defend the fatherless, plead for the widow. Come now, let us reason together, says the Lord, though your sins are like scarlet, they shall be white as snow; though they are red like Crimson, they shall be as white as wool. If you are willing and obedient, you shall eat the good of the land; but if you refuse and rebel, you shall be devoured by the sword; for the mouth of the Lord has spoken."*

Isaiah 4:19: *"Do not remember the former things, nor consider the things of old. Behold, I will do a new thing, now it shall spring forth; shall you not know it? I will even make a road in the wilderness and rivers in the desert."*

Jeremiah 9: 23-24: *"Thus says the Lord: let not the wise man glory in his wisdom, let not the mighty man glory in his might, nor let the rich man glory in his riches; but let him who glories glory in this, that he understands and knows Me, that I am the Lord, exercising loving kindness, judgment and righteousness in the earth. For in these things I delight, says the Lord."*

Mark 16:15: *"Go ye into all the world and preach the Gospel to every creature. He who believes and is baptized will be saved; but he who does not believe it will be condemned. And these signs shall follow those who believe: in My name they will cast out demons, they will speak with new tongues; they will take up serpents; and if they drink anything deadly, it will by no means hurt them, they will lay hands on the sick, and they will recover."*

Luke 9:23: *"Jesus said to them, if anyone desires to come after Me, let him deny himself and take up his cross daily and follow me."*