

ALL WORK IS GOD'S WORK

DEVELOPING A CHRISTIAN WORK ETHIC



LESSON ANSWER KEY

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ALL WORK IS GOD'S WORK

Developing a Christian Work Ethic

INTRODUCTION

INSTRUCTORS

When the early Thessalonian church faced persecution, the apostle Paul told them to continue to “encourage one another and build each other up” (1 Thessalonians 5:11). Paul’s words reminded the Thessalonians that even in the face of fear and despair, God can work in powerful ways through His people, the church.

Paul’s words should also resonate with you as a CBI Instructor as you come alongside students experiencing various physical, spiritual and emotional trials. In a course such as *All Work is God’s Work*, there may be times when special sensitivity and compassion are needed as you mentor your student:

1.

First, it is important to remember that this material may be brand new to some students, especially those who have had unstable upbringings or lacked positive role models. While the basic principles of a good work ethic might come naturally to you, remember to be patient and “step into the shoes” of your student if you sense that he or she is struggling.

2.

Secondly, a course that discusses how to succeed in the workplace may inadvertently trigger difficult emotions in your student. The employment statistics for people with criminal records remain bleak. Furthermore, some students will be confined in facilities that do not offer them the opportunity to hold a job, while others may face life sentences or feel the weight of personal failure if they have lost a job in the past. If you sense that fear and despair are creeping into your student’s heart, ask the Holy Spirit to make you a channel of empathy and compassion for him or her.

You may not have the perfect words for every situation, but that is okay. The most important thing is that students come away with the confidence that Christ can redeem their specific situations, no matter what. With that ultimate goal in sight, be courageous as you continue building up and encouraging your student, just as the Thessalonians did for one another.

We have also provided students with a course introduction in order to help them prepare for this course. Please take time to read through this introduction yourself in order to help you correct each lesson.

ALL WORK IS GOD'S WORK

Developing a Christian Work Ethic

STUDENT INTRODUCTION

WELCOME TO THIS COURSE!

If you have been a Christian for any length of time, you know that there is nothing you can do to *earn* salvation—it is a gift freely given by God. You could work hard your whole life and give all of your money to the poor, but you would still need Christ's grace in order to be found pleasing in the sight of the Lord. As you complete this course, you will find many verses about the importance of hard work. You may wonder, "If I can't earn salvation by doing good works, and if God gives His grace to even the worst sinners, isn't focusing on good work habits a waste of time?" Jesus, on the other hand, gives us a different perspective: "*If you love me, keep my commands*" (John 14:15). In other words, there is a big difference between obeying *so that God will love you* (impossible!) and obeying *because you love God* (imperative!).

Furthermore, if you practice the principles in this course, you will please God and you will please your earthly boss. By applying the lessons you learn, you can immediately increase your worth in the workplace. This should come as no surprise—God is the author of all wisdom, so it makes sense that His truths will help you in all areas of your life, including your job.

ABOUT THIS COURSE

There are ten lessons in this course. Each lesson unfolds from one of ten principles for success in the workplace:

Lesson 1: Change the Way You Think About Your Work

Lesson 2: Change the Way You Think About Your Paycheck

Lesson 3: Never Stop Working

Lesson 4: Never Be On Time

Lesson 5: Always Be Positive

Lesson 6: Don't Be an Average Joe

Lesson 7: Say Goodbye to Laziness

Lesson 8: Don't Bounce Around

Lesson 9: Become a Change Agent

Lesson 10: Find a Mentor

Before you begin each lesson, pray for the Holy Spirit's guidance. The Holy Spirit gives us wisdom when we read the Scriptures and helps us understand what God has to say to us through His Word. **During** each lesson, pay close attention to each verse, asking yourself what you can learn from it. Don't rush through the lessons, and remember that you are completing the lesson not for your Instructor but for God. **After** each lesson, continue to reflect on the truths you discovered about God's Word and about yourself. Pray that God will help you apply what you have learned to your life.

Let your Instructor know if you have any additional questions or comments about this course and the biblical truths that are taught. We at Crossroad Bible Institute are praying for you. We "*continually ask God to fill you with the knowledge of his will through all the wisdom and understanding that the Spirit gives, so that you may live a life worthy of the Lord and please him in every way*" (Colossians 1:9–10).

LESSON 1 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of a prayer from the 1928 edition of *The Book of Common Prayer*:

"Almighty God, our heavenly Father, You declare Your glory and show forth Your handiwork in the heavens and in the earth. Deliver us in our many callings from the service of mammon, that we may do the work that You give us to do, in truth, in beauty, and in righteousness, with singleness of heart as Your servants, and to the benefit of our fellow human beings; for the sake of Your Son, Jesus Christ our Lord. Amen."

Spend a few more moments in prayer. Ask for the following:

- ♦ biblical insight
- ♦ creative ways to encourage the student in his or her spiritual walk
- ♦ understanding and compassion

LESSON FOCUS

Principle #1: Change the Way You Think About Your Work

CORE TRUTHS

- ♦ God the Father, God the Son and God the Holy Spirit work.
- ♦ We reflect God's image and fulfill His purpose by working.
- ♦ Work should be seen not as drudgery but as joy.
- ♦ The work ethic establishes a set of values for our work.
- ♦ Christians represent Christ on the job and should demonstrate a strong work ethic.

LESSON ANSWERS

✓ Check to see which translation of the Bible the student is using to complete the course (it should be listed at the end of the introduction). Gently, and one time only, remind those students not using the NIV that they can write to CBI and request one. Instructions were included in the student's *Great Truths of the Bible* introductory packet.

1. Students will name something they love to do and should explain why they enjoy doing it. If your student cannot think of something, suggest something you love to do and explain why you enjoy it. (Hobbies such as gardening, photography, drawing, painting, golfing or collecting are good examples of things people love to do.)

2. Each student will respond differently on this scale. Be sensitive and understanding to those who still see work as a source of suffering, and be joyful and celebratory with those who see work as a reflection of God's image in them.

3. In the **beginning** God **created** the heavens and the **earth**.

4. A, B, C and E

5. God chose us to be holy and blameless in His sight. In love He predestined us for adoption through Jesus Christ.

6. And we know that in all things God **works** for the good of those who **love** him, who have been called according to his **purpose**.

7. A and D

8. In John 5:17, we read that the Father is always at His work and that Jesus is working too.

9. God placed all things under His Son's feet and appointed Him to be head over everything for the church.

10. But you were washed, you were **sanctified**, you were **justified** in the name of the Lord Jesus Christ and by the **Spirit** of our God.

11. FALSE. When Jesus was baptized, the Holy Spirit descended in the form of a dove.

12. In John 14:16, we read that Jesus sent the Holy Spirit to the disciples to help them and be with them forever.

13. B and C

14. A. Noah (Genesis 6:14–16)	1. Eat a scroll and then prophesy.
B. Joseph (Genesis 41:14–16)	2. Glean in the fields.
C. Moses (Exodus 3:9–10)	3. Build an ark.
D. Ruth (Ruth 2:2–3)	4. Lead the Israelites out of Egypt.
E. Ezekiel (Ezekiel 3:1–4)	5. Interpret a dream.

15. Each student will respond differently. If students struggle to answer, consider mentioning one or more of the following examples: spreading the Gospel, studying the Bible, obeying God's commands, loving one's neighbors, serving as a volunteer, etc.

16.	<u>dedicated</u>	lazy
	forgetful	unorganized

17. The work ethic is a set of values based on hard work and diligence. Students may also paraphrase this definition or give characteristics of someone with a good work ethic (diligence, enthusiasm, punctuality, etc.).
18. FALSE. When God tells us to work, it is a command.
19. *And we all, who with unveiled faces contemplate the Lord's **glory**, are being transformed into his image with ever-increasing **glory**, which comes from the Lord, who is the Spirit.*
20. Students will respond with personal life stories. If appropriate, you may wish to encourage those who listed good role models to strengthen their friendship with these people and to encourage those who listed bad role models to distance themselves as necessary.
21. Students will respond with personal life stories. With students who have a record of bad behavior at work, make sure they recognize their sin while still being empathetic toward their struggles. Praise those who have modeled good behavior and encourage them to continue doing so.
22. You should do your best to present yourself to God as one approved, a worker who does not need to be ashamed and who correctly handles the Word of Truth.
23. Each student will have different thoughts here. Possible answers may include proclaiming the faith at home, at work or with neighbors. Be supportive in your comments, and encourage the student to continue proclaiming the love of God and setting a good example for others. If the student is not very specific in providing a response, urge him or her to reflect and pray about the influence he or she has on others.
24. *In the same way, let your **light** shine before others, that they may see your **good deeds** and glorify your Father in heaven.*
25. *Whatever you do, whether in **word** or **deed**, do it all in the name of the Lord Jesus, **giving thanks** to God the Father through Him.*
26. *So whether you **eat** or **drink** or whatever you do, do it all for the **glory** of God.*
27. Each student will respond differently. If students struggle to answer, remind them that God is praised when they proclaim the Gospel, work diligently at their job and act kindly toward others. You can also note that completing the CBI Bible studies is a great way to praise God. If you would like, provide examples of your own daily worship (praying for others, encouraging those who are sad, etc.).
28. God promised to make His people prosper, give them hope and give them a future. He also promised to deliver His people from captivity. Students may list or emphasize other parts of the passage in their answers.
29. One goal of this lesson is that students, having learned how God created people to work, will now view their work and career differently. In their answers, students might reflect on the core truth that we reflect our working God when we work. Students could also reflect on the core truth that work can

be seen as joy and not drudgery when we see it as glorifying God. Students should ultimately view their work as something that can bring them fulfillment and meaning rather than punishment and suffering.

30. Each student will respond differently to this question but should name one specific thing he or she will do this week to model the work ethic. If students struggle to answer, give suggestions about how they can model the work ethic for others (arriving early, being enthusiastic, avoiding complaint, etc.), or give examples of how you model the work ethic. Students might also mention the value of setting a good example or the importance of praising God through daily activities. These are all ways we can let our light shine before others. Be sensitive and supportive in your response and pray that the student develops a God-glorifying work ethic.

LESSON 2 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Ephesians 1:17–19:

"I ask that You, glorious Father, will give us the Spirit of wisdom and revelation so that we may know You better. I pray that the eyes of our hearts may be enlightened in order that we may know the hope to which You have called us, the riches of Your glorious inheritance in Your holy people and Your incomparably great power for us who believe."

Spend a few more moments in prayer. Ask for the following:

- ♦ biblical insight and the ability to articulate it
- ♦ an overflowing and empathetic heart
- ♦ blessings and financial provision for the student's family

LESSON FOCUS

Principle #2: Change the Way You Think About Your Paycheck

CORE TRUTHS

- ♦ Our paycheck is a result of our work, not the reason for it.
- ♦ The love of money is very dangerous.
- ♦ We work not to get paid but to glorify God.
- ♦ Applying the work ethic brings satisfaction to our work.
- ♦ Focusing on God rather than on making money will reduce financial anxiety.

LESSON ANSWERS

- 3 Jacob promised to work for seven years in return for Rachel.

 5 Finally, Jacob received Rachel as his wife but promised to work an additional seven years for Laban.

 2 Jacob worked for Laban for one month before receiving any wages.

 4 After seven years, Jacob hoped to take Rachel as his wife but instead received Leah.

 1 Jacob arrived in Paddan Aram to live with his Uncle Laban.
2. Every skilled person who was given skill and ability by God assisted with the construction of the temple. In addition, the Israelites brought freewill offerings day after day to support the building. The people were eager to take part in the work of God.
3. *Whoever loves money **never** has enough; whoever loves wealth is never **satisfied** with their income. This too is **meaningless**.*

4. For the **love of money** is a root of all kinds of **evil**. Some people, eager for money, have wandered from the **faith** and pierced themselves with many **griefs**.
5. Stay there, eating and drinking whatever they give you, for the **worker** deserves his **wages**.
6. FALSE. The hardworking farmer should be the first to receive a share of the crops.
7. Whatever you do, **work** at it with all your heart, as **working** for the Lord, not for human masters, since you know that you will receive an **inheritance** from the Lord as a **reward**. It is the Lord Christ you are serving.
8. A and D
9. Each student will have different responses. Some will say that they would continue to work at their current job, but most will probably respond that they would not. You may want to remind them that there are other kinds of work they could do—volunteering, caring for their families, serving in the church—if they no longer needed a paycheck. The aim of this question is to show students that the purpose of work is more than just receiving a paycheck. If necessary, guide the student toward an accurate understanding of God's will for His people when it comes to work.
10. B and C
11. A **generous** person will **prosper**; whoever **refreshes** others will be **refreshed**.
12. Students will respond differently here. Consider encouraging students with a personal story or an example of your own volunteer work. Remind them that Christ volunteered to give His life for us and that we can imitate that sacrifice by giving back to our communities.
13. The student should describe, with words or with a picture, how those who trust in riches will fall but the righteous person will thrive like a green leaf.
14. Better **one** handful with **tranquility** than two handfuls with **toil** and **chasing** after the wind.
15. The work ethic teaches us that we were made in the image of God and that working helps us live out that image. Therefore, working wholeheartedly at whatever we have been called to do will help us become what we were made to be. Students may also respond that our hard work pleases God and that we can find satisfaction through obedience.
16. F A.
T B.
F C.
T D.
17. If you store your treasures on earth, they will be destroyed. Rather, store your treasures in heaven, where they cannot be stolen or destroyed. For where your treasure is, there your heart will be also.

18. Students will respond differently here, and most will probably give a mixed response. Be sensitive and encouraging in your guidance; try to help students understand the importance of putting God first rather than prioritizing earthly possessions.
19. *No one can serve **two** masters. Either you will **hate** the one and love the other, or you will be **devoted** to the one and despise the other. You cannot serve both **God** and **money**.*
20. This is a personal application question, and students will give varied responses. Affirm students' reflections and encourage them to live in these ways. For those who struggle, offer suggestions such as working wholeheartedly and joyfully, remaining thankful for the blessing of having a job, setting a good example for other employees, etc.
21. *Do not **worry** about tomorrow, for tomorrow will **worry** about itself. Each day has enough **trouble** of its own.*
22. We should cast our anxiety on God.
23. God loves every sparrow, and His people are worth more than many sparrows.
24. *He who did not **spare** his own **son**, but gave him up for us all—how will he not also, along with him, graciously **give** us all things?*
25. Each student will respond differently to this question. Join with the student in gratitude for what God has done. For those who struggle to answer, consider sharing a personal story from your life or mentioning a story from the Bible that demonstrates how God provides for His people.
26. *And God is able to **bless** you **abundantly**, so that in all things at all times, having **all** that you **need**, you will abound in every good work.*
27. This is a personal application question, and each student will have different worries. Be sensitive and empathetic to each student's particular struggle. Offer to pray for his or her needs, and give encouragement where appropriate.
28. In Hebrews 13:5, we read God's promise never to leave us or forsake us. Remind students that this promise assures us that we can find contentment with what we have and that we do not need to place our trust in money. God alone is worthy of our trust.
29. Students will respond personally to this question. They will list things that distract them from keeping God at the center of their lives. Ultimately, anything that we value more than God becomes an idol. Idols can take the form of possessions, success, money, fame, control, addictions, etc. Be encouraging and supportive in your response. Pray that God will remove these sinful distractions from your student's life to allow him or her to fully rely on God.

INSTRUCTOR TIP

Remember to include positive and encouraging comments on every page of your student's lesson. This not only encourages the student but also shows care and concern for his or her work. The student will know that you spent time reading through every page.

30. Each student will have different thoughts here. Be encouraging and supportive in your response; offer assistance as needed. For students who struggle, suggest that they write down the definition of the work ethic and the qualities required to be a good worker. Tell the student to look at those qualities every day and to make a point to develop those traits. Finally, if you haven't already, tell your student that you will be praying for him or her while you wait for the next lesson.

LESSON 3 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Philippians 1:6–11:

“May You, God, who began a good work in us, carry it on to completion until the day of Christ Jesus. This is my prayer: that our love may abound more and more in knowledge and depth of insight, so that we may be able to discern what is best and may be pure and blameless for the day of Christ, filled with the fruit of righteousness that comes through Jesus Christ—to Your glory and praise.”

Spend a few more moments in prayer. Ask for the following:

- ♦ a sound understanding of the truths within this lesson
- ♦ words and thoughts that are pleasing in God's sight
- ♦ miraculous transformation in the life of your student as he or she seeks to apply the work ethic

LESSON FOCUS

Principle #3: Never Stop Working

CORE TRUTHS

- ♦ God intended us to work throughout our lives.
- ♦ Volunteering is also a way to fulfill God's command to work.
- ♦ God, our heavenly authority, compels us to respect our earthly bosses.
- ♦ In Christ, we are redeemed and can work as God intended.

LESSON ANSWERS

1. Each student will respond differently to this question. Most will probably express the desire to relax and do whatever they want. That is a normal response, but remind them that we can still do important work for God's kingdom after we retire.
2. The field of a rich man yielded an abundant harvest, and the man had nowhere to store the surplus. He decided to build bigger barns to house the grain, live off of the harvest for the rest of his life, stop working and take it easy. God then said to the man, “You fool! This very night your life will be demanded from you. Then who will get what you have prepared for yourself?”
3. Because of his sudden death, the man was unable to enjoy what he had stored up for himself.
4. *This is how it will be with whoever **stores** up things for themselves but is not **rich** toward **God**.*
5. *A good person leaves an **inheritance** for their children's children, but a sinner's **wealth** is **stored** up for the righteous.*

6. Students will respond differently here. Be sensitive and encouraging in your response. For students who are not sure about where to volunteer, offer some ideas, being sensitive to students who are currently incarcerated. Consider sharing personal stories about your own experiences volunteering or serving in the church. You can even mention your work as a CBI Instructor and speak to your experiences with the program!
7. Students will respond differently to this question, but they should recognize that God's people must continue to employ the work ethic, even after retirement. The work ethic demands diligence, honesty and perseverance, virtues that do not become optional when we retire. If necessary, remind students that God is not glorified when we live for ourselves and for our own comfort. Instead, we need to continue doing God's work as long as we live.
8. T A.
 F B.
 T C.
 T D.
9. Show proper **respect** to everyone: **love** the family of believers, **fear** God, **honor** the emperor.
10. Those under the authority of others are to show that they are trustworthy by refraining from stealing and talking back. They should try to please those placed over them. In this way, they will make the teaching about God our Savior attractive.
11. Masters must provide what is right and fair to those placed under them, because they too are accountable to a Master in heaven.
12. This is a personal application question in which students will respond with personal life stories. If you've ever had a bad boss, you know the importance of empathizing with your student! However, encourage the student to respond as Christ would. Remind him or her that as Christians, "we glory in sufferings because we know that suffering produces perseverance; perseverance, character; and character, hope" (Romans 5:3–4).
13. Each student will respond differently here. If the student has treated his or her bosses well and believes God is pleased, rejoice with him or her! Otherwise, encourage the student to change the way he or she sees earthly authorities and to remember that we are representatives of Christ to our bosses and must act accordingly.
14. C and D
15. T A.
 T B.
 F C.
 F D.
16. *The Lord God took the man and put him in the Garden of Eden to **work** it and take **care** of it.*

17. The serpent deceived Eve, and she and Adam ate from the tree in the middle of the garden—the tree God had forbidden them to eat from.
18. B, C and E
19. Adam and Eve were banished from the Garden of Eden.
20. *Therefore, just as sin entered the world through one man, and **death** through sin, and in this way death came to **all** people, because **all** sinned . . .*
21. *Surely I was sinful at birth, **sinful** from the time my mother **conceived** me.*
22. *And I will put enmity between you and the woman, and between your **offspring** and hers; he will **crush** your head, and you will **strike** his **heel**.*
23. a. The serpent represents Satan.
b. The woman's offspring represents Jesus Christ.
24. *Just as through the **disobedience** of the one man the many were made **sinners**, so also through the **obedience** of the one man the many will be made **righteous**.*
25. Those who say we can pay for our own sins and do not need any help are wrong. All have been saved by grace, through faith, and not by their own works.
26. *God made him who had no **sin** to be **sin** for us, so that in him we might become the **righteousness** of God.*
27. B and C
28. *And God is able to bless you abundantly, so that in all things at all times, having all that you **need**, you will abound in every **good work**.*
29. Each student will respond differently here. Be sensitive and empathetic toward each student's particular struggle. If necessary, remind the student that we all struggle at various times in our lives, but God will give us the grace to overcome those struggles. Remind him or her of the importance of daily prayer and good influences. Pray that your student will receive strength from God to overcome sin.
30. Students should demonstrate an understanding that God is pleased by our hard work and that by applying the work ethic to our daily lives, we thank and worship Him. If necessary, remind students that Jesus said, "If you love me, keep my commands" (John 14:15). Our hard work is an act of obedience and love, an opportunity to worship and glorify our Maker!

LESSON 4 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of a prayer for wisdom from the 1559 edition of *The Book of Common Prayer*:

“God of our fathers and Lord of mercy, You who have made all things with Your Word, give us Your wisdom. For even those who are considered perfect by humankind are worth nothing without Your wisdom. Send Your wisdom out of Your holy heavens, and from the throne of Your majesty, that it may be with us, so that we may know what is acceptable in Your sight. For wisdom knows and understands all things, and it will lead us in righteousness and justice. Amen.”

Spend a few more moments in prayer. Ask for the following:

- ♦ God’s guidance in correcting this lesson
- ♦ compassionate and creative ways to respond to the student’s answers
- ♦ a fulfilling current or future job for your student

LESSON FOCUS

Principle #4: Never Be On Time

CORE TRUTHS

- ♦ Arriving early to work is essential whether you are a time- or event-oriented person.
- ♦ Early arrival communicates respect for your job and your employer.
- ♦ Arriving early to work pleases God as well as earthly bosses.
- ♦ Consider early arrival an investment in your future career, not a way to earn more money.
- ♦ Early arrival at work may require significant effort and lifestyle change.

LESSON ANSWERS

1. There is no correct answer here. Each student will respond differently to this question.
2. Event-oriented cultures focus on the actual event. People may arrive at any time because the event, not the starting time, is the most important thing. However, in time-oriented cultures, the focus is on punctuality. Arriving late is considered rude and disrespectful.
3. Since each student comes from a different background, different answers will be given depending on how time is viewed. Many students will fall somewhere in the middle. Students who describe themselves as event-oriented may need particular encouragement throughout this lesson as they learn the importance of being early to work.

4. The goal of this question is to have students move toward an understanding of the importance of arriving early to work. While both time-oriented and event-oriented cultures are acceptable, when it comes to working for an employer, paying attention to time is imperative. Almost all jobs in the United States are time-oriented, especially jobs that pay employees by the hour. Even if the student resides outside of the United States, arriving early is a good habit to develop. It will impress the boss, especially if no one else is doing it. Be sensitive to students' comments and gently guide them toward this understanding.
5. A **cheerful heart** is good medicine, but a **crushed spirit** dries up the bones.
6. **Give thanks** in **all** circumstances, for this is God's **will** for you in Christ Jesus.
7. Each student will share a different experience. The hope is that every student will be able to think of someone with a positive attitude who is widely respected and liked by others. If the student struggles, consider describing your admiration for someone cheerful in your life.
8. The student will name two things that early arrival communicates to the boss. For students who struggle, suggest some of the following:
- ♦ Early arrival shows your eagerness and excitement to be at work.
 - ♦ Early arrival shows that you are thankful for your job and enjoy being there.
 - ♦ Early arrival communicates respect for others.
 - ♦ Early arrival tells the boss that your job is a priority.
9. The foolish young women missed the bridegroom because they were not prepared. The door to the wedding banquet was shut, and they were not allowed in.
10. Students will describe a time when they were not prepared. Most students will describe a negative outcome; help them learn from this event or congratulate them if they already have. If appropriate, ask questions that encourage self-assessment (e.g., "What can you do differently next time?").
11. The student should list two ways that a trustworthy employee pleases his or her boss. Answers will vary.
12. I will **praise** you with an **upright** heart as I learn your righteous **laws**.
13. **angry** cheerful hopeful amused
 indifferent **shocked** **frustrated** joyful
 bitter proud **disrespected** **irritated**
14. Early arrival shows that you have traits vital to the work ethic. These qualities include preparedness, reliability, self-discipline, respect for others, trustworthiness and courtesy. Early arrival also communicates that you are serious about being the best possible employee. Furthermore, early arrival shows that you want to please not only your earthly boss but also your heavenly boss.
15. This is a personal opinion question, and students' answers will vary. While students are entitled to their own opinions, the hope is that students will explain that employees should value punctuality and

should do their best to arrive early to work, whether they are compensated for that time or not. Regardless of how your student answers, be sure he or she provides an explanation. The importance of arriving early may be a totally new concept for some students, so encourage them to consider it carefully and to make it a part of their habits.

16. F A.
I B.
I C.
I D.

17. Faithfully **obey** the commands I am giving you today—to **love** the Lord your God and to **serve** him with all your **heart** and with all your **soul**.

18. Let us not become **weary** in doing **good**, for at the proper time we will reap a **harvest** if we do not **give up**.

19. A **good** name is more desirable than great **riches**; to be **esteemed** is better than silver or **gold**.

20. I A.
I B.
F C.
I D.

21. A sluggard's appetite is never filled, but the desires of the **diligent** are fully **satisfied**.

22. **Watch out!** Be on your guard against all kinds of **greed**; life does not consist in the abundance of **possessions**.

23. The man worked alone, without a son or brother. Despite all the money he had obtained from his work, he was unhappy. He asked, "For whom am I toiling, and why am I depriving myself of enjoyment?"

24. Students will name at least two things that they could do upon arriving early to work that would increase their quality of life. For students who struggle, suggest some of the following:

- ◆ Tidy up around the workplace so that the space is free of clutter, allowing you to work without difficulties or distractions.
- ◆ If the job is physically strenuous, stretch or prepare yourself for the work.
- ◆ Read a short devotional or pray to focus your heart and mind on Christ.
- ◆ Connect with fellow employees by saying hello and having a brief conversation.
- ◆ Greet your boss with a positive attitude.

25. Each student will respond differently. Students may suggest sharing the Gospel with this person or discussing the importance of personal relationships and a relationship with Christ. Students may desire to help that person see that our hope was never meant to rest on material possessions, which depreciate over time, but rather on Christ alone who never changes! Encourage students to be com-

INSTRUCTOR TIP

Some questions in this course are simply created to get students to use their imagination, form an opinion or think more deeply. They do not necessarily have a right or wrong answer. If you're wondering how to assess these, make sure your student put some effort into the answer and supported his or her thoughts with a detailed explanation or with Scripture verses.

passionate toward this person and to model Christ's love.

26. B, D and E

27. *But the fruit of the Spirit is love, **joy**, peace, forbearance, **kindness**, goodness, **faithfulness**, gentleness and **self-control**. Against such things there is no law.*

28. **Laziness** brings on deep **sleep**, and the shiftless go **hungry**.

29. Students will reflect on habits that prevent them from arriving early to work. Some students will be eager to make the necessary changes, while others may be apprehensive or upset about needing to change their current way of life. Some bad habits will need to go. Habits such as staying up too late at night or sleeping in too late in the morning need to change. Other habits that can be troublesome include watching TV while eating breakfast (and being distracted from getting ready for the day) or grabbing a coffee or breakfast from a drive-thru without factoring in enough time to do so.

30. Each student will respond differently. Make sure both parts of the question are answered (i.e., the student should describe his or her current routine and describe an ideal routine). Most students will probably mention going to bed and waking up earlier. For students who struggle, suggest packing a lunch and ironing the night before, keeping the car gassed up and keeping an eye on the forecast in case inclement weather necessitates an earlier departure. Affirm your student's decisions and encourage him or her to live in these ways.

LESSON 5 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Ephesians 3:14–19:

“For this reason I kneel before You, Father: I pray that out of Your glorious riches You will strengthen us with power through Your Spirit in our inner beings, so that Christ may dwell in our hearts through faith. And I pray that we, being rooted and established in love, may have power, together with all the saints, to grasp how wide and long and high and deep is the love of Christ, and to know this love that surpasses knowledge—that we may be filled to the measure of all the fullness of God.”

Spend a few more moments in prayer. Ask for the following:

- ♦ wisdom concerning the truths in this lesson
- ♦ encouragement and guidance for the student
- ♦ God’s love and grace in the student’s life

LESSON FOCUS

Principle #5: Always Be Positive

CORE TRUTHS

- ♦ A positive attitude contributes to success in the workplace.
- ♦ Avoid complaining—and complainers—on the job.
- ♦ God frowns upon a grumbling spirit.
- ♦ Replace an attitude of entitlement with one of humility and gratitude.
- ♦ Welcome correction and grow from it.

LESSON ANSWERS

1. **Rejoice** in the Lord always. I will say it again: **rejoice!**
2. Consider it **pure joy**, my brothers and sisters, whenever you face **trials** of many kinds, because you know that the **testing** of your faith produces **perseverance**.
3. The student will describe with words or with a picture how a happy heart makes the face cheerful, but heartache crushes the spirit (Proverbs 15:13).
4. A, B and D
5. Don’t **grumble** against each other, brothers and sisters, or you will be **judged**. The Judge is standing at the door!

6. This is a personal reflection question; each student will answer differently. Be sensitive and empathetic to the student's response, and then see if you notice any changes to the student's tendencies by the end of the lesson. You may wish to keep this response in mind as you write your letter of encouragement.
7. *As iron **sharpens** iron, so one **person** sharpens **another**.*
8. This is a personal reflection question. Students will describe a time in their life when grumbling or complaining caused some problems.
9. *The one who has **knowledge** uses words with **restraint**, and whoever has **understanding** is even-tempered. Even fools are thought wise if they keep **silent**, and **discerning** if they hold their tongues.*
10. Job 8:2 — Wise people hold their tongues.
 Psalm 57:4 — Wise people speak graciously.
 Proverbs 11:12 — There is a time to be silent and to speak.
 Ecclesiastes 3:7 — Words can be like a blustering wind.
 Ecclesiastes 10:12–14 — The tongue can be sharp like a sword.
11. In Psalm 19:13–14, David asked God to keep him away from sin and to keep sin from ruling over him. He wanted to be blameless and innocent of transgression. David also asked God to make his words and thoughts pleasing in the sight of the Lord.
12. Those who guard their mouths and their tongues keep themselves from calamity.
13. Each student will respond differently to this question by listing two things to do when tempted to complain. Acceptable answers include taming the tongue, countering every complaint with an uplifting comment, walking away from the situation and offering a quick prayer that God will provide something positive to say in a negative situation. Affirm students' reflections and be encouraging in your response. Remind those who struggle that these verses have much to say about the harm caused by those who can't hold their tongues. Encourage them to pray with the psalmist: "May these words of my mouth and this meditation of my heart be pleasing in your sight" (Psalm 19:14). Tell the student you will be praying for him or her—and then follow through with it!
14. T A.
 F B.
 T C.
 T D.
15. *We seemed like **grasshoppers** in our own eyes, and we looked the **same** to them.*
16. The people grumbled. They wanted to choose a leader and return to Egypt.
17. *In this wilderness your **bodies** will fall—every one of you **twenty** years old or more who was counted in the census and who has **grumbled** against me.*

18. Caleb and Joshua were the only two men allowed to enter Canaan.

19. *And do not **grumble**, as some of them did . . .*

20. B and C

21. Students will list two changes they need to make in order to display a positive attitude, and answers will vary. Be encouraging and understanding in your response; offer assistance as needed. For struggling students, recommend avoiding complaints, memorizing an encouraging verse or not associating with complainers.

22. The entitlement attitude is the mindset of those who feel that the world owes them a living because of their education, last name, race or any other reason. The victim attitude is the mindset of those who feel that they have been wronged and that someone needs to make it up to them.

23. C and D

24. Students will probably choose to hire Bill because he is a winner, not a whiner (like Bob). Whereas Bob is a complainer, Bill has an attitude of gratitude and will make a great employee.

25. *No **discipline** seems pleasant at the time, but **painful**. Later on, however, it produces a harvest of **righteousness** and **peace** for those who have been trained by it.*

26. There are not many people who love receiving criticism, so most students will express how difficult it is to hear negative feedback. Students will have different thoughts about how to deal with criticism. For students who struggle with criticism, remind them that criticism at work is usually meant for our benefit and that we should do our best to receive it graciously. Remind them that even if we feel that a piece of criticism is unfair, there is often something to be learned from it if we are humble and open to correction.

27. All Scripture is useful for teaching, rebuking, correcting and training in righteousness.

28. *Rejoice **always**, pray **continually**, give **thanks** in all circumstances; for this is God's will for you in Christ Jesus.*

29. Students could mention any of the following: having a positive attitude at work, not complaining or grumbling on the job, avoiding complainers, welcoming criticism or developing a positive, grateful attitude. Be sensitive to each student's selections and explanations, as this question will tell you a lot about his or her needs.

30. Each student will commit to working on three different attitude changes. Be encouraging and supportive in your response. Take a moment to silently rephrase the student's list into a prayer, asking God to provide the grace and strength necessary to follow through with the commitments listed.

INSTRUCTOR TIP

Remember that the CBI policy is that you sign only your first name when writing your student. Never include your last name or other personal information (address, P.O. Box, church name, etc.).

For students who need guidance, consider one or more of the following suggestions: spending more time with positive people while avoiding those who are negative, being more open to criticism, cutting back the whining at work, etc.

LESSON 6 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Proverbs 3:3–6:

“Father in heaven, I pray that love and faithfulness will never leave us, that we will bind them around our necks and write them on the tablet of our heart. I pray that we will trust in You with all our heart and lean not on our own understanding. I pray that in everything, we will submit to You and that You will make our paths straight. Amen.”

Spend a few more moments in prayer. Ask for the following:

- ♦ biblical insight
- ♦ creative ways to encourage the student in his or her spiritual walk
- ♦ a support network for your student in prison

LESSON FOCUS

Principle #6: Don't Be an Average Joe

CORE TRUTHS

- ♦ Do not settle for doing just enough to get by.
- ♦ Giving 110 percent on the job pleases God and your boss.
- ♦ Remove any barriers that hinder healthy work habits.
- ♦ Extraordinary effort will bring extraordinary results.

LESSON ANSWERS

1. *Join with me in suffering, like a good **soldier** of Christ Jesus.*
2. Average Joe is an employee who does just enough to get by. This employee may arrive at work at the last minute or even show up late. He or she needs several reminders to get things done on time. Average Joe will give about 80 percent. Students can also give personalized answers: they may describe someone who takes as many breaks as possible, someone who takes a long time getting started, someone who doesn't go out of his or her way to help others, etc.
3. Students will share different stories, and their answers will vary. Look for recognition that the person described would be an adequate but not ideal employee.
4. Each student will respond with different ideas. Some fitting responses include following through to the end of the project, paying special attention to detail and cleaning up after the task is completed. Affirm students' reflections and encourage them to live in these ways next time they have a job to complete.

5. We need to throw off everything that hinders us and the sin that entangles us.
6. *In vain you rise **early** and stay up **late**, toiling for food to eat—for he grants **sleep** to those he **loves**.*
7. B
8. Each student will respond differently to this question. Be supportive and encouraging in your response. For students who struggle, consider giving one or more of the following suggestions: going to bed at the same time each evening, turning the television off two hours before bed, getting seven to eight hours of sleep each night, cutting down on caffeine, seeing a doctor if chronic sleeplessness or fatigue is a problem, etc.
9. *Remember the **Sabbath** day by keeping it **holy**.*
10. Day 4
 Day 1
 Day 5
 Day 7
 Day 3
 Day 2
 Day 6
11. FALSE. The Lord blessed the Sabbath day and made it holy.
12. *“If you keep your feet from breaking the **Sabbath** and from doing as you **please** on my holy day . . . and if you **honor** it by not going your own way and not doing as you please or speaking idle words, then you will find your **joy** in the LORD . . . ”*
13. *For people are slaves to whatever has **mastered** them.*
14. Our bodies are temples of the Holy Spirit. God bought us and gave us His Spirit; therefore, we honor God with our bodies.
15. This verse tells us that we are washed, sanctified and justified in the name of the Lord Jesus Christ and by the Spirit of our God.
16. D
17. *Therefore, if anyone is in **Christ**, the new creation has come: The **old** has gone, the **new** is here!*
18. Each student will respond differently to this question. Be sensitive and empathetic to each student’s particular struggle. Pray that students will receive the strength to overcome sin. Some steps to eliminate addictive habits include avoiding unhealthy friends or hangout places, memorizing a key verse, seeking help from a professional, replacing bad habits with good ones, setting realistic goals, etc.

19. Healthy family relationships are of the utmost importance. Someone with persistent, unresolved problems at home is more likely to have problems at work because the issues at home will distract that employee from the task at hand. People who resolve problems in a healthy way at home are able to succeed at work because family problems aren't bringing them down all day.
20. Each student should list two relationships that need attention and something that can be done to strengthen those bonds. Most of us have a family member with whom we have had difficulties at one time or another. Listen graciously to any student who shares his or her heart with you. Remind the student that just as Christ reconciled us with God, He can also help reconcile us with our friends and family. You may also need to remind students that we often need to humble ourselves and ask others for forgiveness before reconciliation can begin. If necessary, encourage students with examples from your own life, with Scripture or with a promise to pray for them.
21. In Christ Jesus we are all children of God through faith.
22. *For whoever does the will of my Father in heaven is my **brother and sister and mother.***
23. Each student will respond differently to this question. Be sensitive and empathetic in your response, and tell the student that you will be praying for him or her this week. Also, consider using biblical truths to comfort and give hope. For example, Joshua 1:9 says, "Have I not commanded you? Be strong and courageous. Do not be afraid; do not be discouraged, for the LORD your God will be with you wherever you go."
24. Each student will respond differently to this question, and answers will probably vary dramatically. Consider encouraging students with a personal story from your life. Remember the struggles you had when you were starting out in your career. What do you wish someone would have shared with you? Consider ending your encouragement with Philippians 4:13: "I can do all this through him who gives me strength."
25. 110% An employee willingly takes on another patient in addition to her caseload.
80% An employee complains to a coworker because a certain task extended ten minutes into his lunch hour.
80% An employee regularly catches herself dozing at her desk because she does not get enough sleep.
110% An employee worked a few minutes past five o'clock in order to finish an urgent project for the boss.
80% An employee often wastes time online reading up on recent sports stories when he should be working.
80% An employee kicks the copy machine when it jams for the tenth time that day.
26. "Will he thank the servant because he did what he was told to do?"
27. *We are **unworthy** servants; we have **only** done our **duty.***

INSTRUCTOR TIP

Encourage your student to be committed to Christ and diligent about spending time in prayer and reading God's Word. Think about including helpful hints that you use to discipline yourself in your personal devotions.

28. **Serve** wholeheartedly, as if you were serving the **Lord**, not people, because you know that the Lord will **reward** each one for whatever **good** they do, whether they are slave or free.
29. Each student will respond differently to this question. Rejoice with students who give 110 percent. If a student describes him- or herself as an Average Joe (or a Below-Average Joe!), provide appropriate encouragement. Remind the student that we are representatives of Christ in our workplace and that our work is a testimony to the image of God in us. Be on the lookout for students who say that they don't give 110 percent but that they work harder than everyone else. Encourage them to memorize one of the verses from this lesson to encourage them throughout their work week.
30. Each student will have different thoughts here. May you read many heartfelt prayers of desire to work hard for our Lord! Students will probably list at least some of the following: getting more sleep, resting on the Sabbath, getting rid of addictions and building better relationships. They may also add other commitments of their own choosing.

LESSON 7 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of a prayer from the 1559 edition of *The Book of Common Prayer*:

“Most gracious and most wise guide, our Savior Christ, I pray that, although we are all blind and weak in deed, we will have You before our eyes; that we will follow You, our guide; that we will be ready to obediently follow Your call and to commit ourselves wholly to You; and that You, who alone know the way, will lead us to Your wisdom and Your heavenly ways. Amen.”

Spend a few more moments in prayer. Ask for the following:

- ♦ sound understanding and the ability to explain biblical truths
- ♦ an overflowing and empathetic heart
- ♦ a transformation in the student's understanding of the work ethic

LESSON FOCUS

Principle #7: Say Goodbye to Laziness

CORE TRUTHS

- ♦ God is not glorified by our laziness.
- ♦ Sluggards are known for procrastination, lack of motivation and laziness.
- ♦ Hardworking people are determined to finish what they start—always.
- ♦ In Christ, we can avoid laziness and live faithfully and diligently.

LESSON ANSWERS

1. Students will share different stories in response to this question. Many students will notice that their procrastination led to an unnecessary inconvenience. If necessary, encourage them to learn from their past mistakes.
2. Most will probably respond that even though they enjoyed themselves while procrastinating, the trouble it caused was not worth it in the end. Some may remark that they felt anxious while procrastinating because they feared they wouldn't get the work done. Make sure the student understands that procrastination often inconveniences others and causes a great deal of trouble, but don't forget to show compassion and empathy. After all, we've all put something off for too long—and most of us have done so more than once!
3. *The one who is unwilling to work shall **not eat**.*

4. A
5. *Sluggards do not plow in season; so at **harvest** time they look but find **nothing**.*
6. *He who **gathers** crops in summer is a prudent son, but he who **sleeps** during **harvest** is a disgraceful son.*
7. "There's a lion outside! I'll be killed in the public square!"
8. D
9. **Diligent** hands will **rule**, but **laziness** ends in forced **labor**.
10. The laborers' hunger and appetite drive them on.
11. *The righteous **eat** to their hearts' content, but the **stomach** of the wicked goes **hungry**.*
12. Each student will have different ideas here. Many will never have considered this question before. Be sensitive and encouraging in your response. For students who struggle to find motivation, consider giving one of the following suggestions or sharing one of your own: giving yourself a small reward after working particularly hard, writing a to-do list and crossing things off when complete, turning on some inspiring music, finding someone to work with, remembering that family and friends will be proud of your hard work, etc.
13. B and D
14. *The way of the sluggard is **blocked** with **thorns**, but the path of the **upright** is a highway.*
15. *A sluggard's appetite is never filled, but the desires of the **diligent** are fully **satisfied**.*
16. Although the verses given do not explicitly call laziness a sin, the Bible makes it clear that laziness is foolish and displeasing to God. Make sure students understand that laziness is wrong, and be sure they explain their answers. If a student says that laziness is not a sin, try to fully understand his or her answer before you offer correction. If appropriate, consider using biblical truths to aid in the student's understanding (see 1 Timothy 5:8; Acts 20:34–35; Colossians 3:23–24).
17. Thorns were everywhere, the ground was covered with weeds and the stone wall was in ruins.
18. "A little sleep, a little slumber, a little folding of the hands to rest—and poverty will come on you like a thief and scarcity like an armed man."
19. T A.
 F B.
 F C.
 T D.

20. Students may describe any of the following: Paul was not idle, did not eat anyone's food without paying for it and worked night and day so that he would not be a burden. Consider pointing out that Paul's lifestyle was above reproach so that he could be a good example and so that no one would be able to criticize a representative of our Lord Jesus Christ.

21. *Such people we command and urge in the **Lord Jesus Christ** to settle down and **earn** the food they eat.*

dependable	diligent	unmotivated
trustworthy	lazy	ambitious
unproductive	committed	selfish

23. Each student will respond differently to this question. This question asks students to look honestly at themselves and to be honest about their findings—a difficult thing to do! Encourage students in their reflections and meditations by affirming any resolutions they make. Rejoice with those who are able to say that they work hard. If appropriate, ask specific questions that encourage further reflection (e.g., “Why do you think you have so much trouble giving your best at work?” or “Are you happier with the outcome of your work when you procrastinate or when you begin immediately?”).

24. D

25. *One who is **slack** in his **work** is brother to one who **destroys**.*

26. Since the work ethic is a set of values based on hard work and diligence, students will probably respond that following through is part of being a diligent and careful worker. Those who count the cost before beginning a project and are careful to complete it make better employees than those who leave tasks unfinished.

27. Someone would be ridiculed if he or she were to lay a foundation in order to build a tower and then be unable to finish it.

28. TRUE

29. This is a personal application question to which each student will respond differently. Be sensitive and compassionate in your response and encourage students to make this kind of reflection and meditation a part of their lives on a regular basis.

30. Each student will respond differently to this question. Be encouraging in your response; offer assistance as needed. Students will probably respond that they could have carefully considered what was necessary to finish the project and then planned accordingly. They could also have set smaller, sequential goals to help them complete the task. And of course, diligence and perseverance are important factors. Encourage students to live in the ways they prescribe. Congratulate students on finishing this lesson, and point out that because of their perseverance, they are nearing the end of this course.

LESSON 8 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Psalm 19:7–10:

“Father, Your law is perfect, refreshing the soul. Your statutes are trustworthy, making wise the simple. Your precepts are right, giving joy to the heart. Your commands are radiant, giving light to the eyes. Your decrees are firm, and all of them are righteous. Let your Word be more precious than gold and sweeter than honey to us. Amen.”

Spend a few more moments in prayer. Ask for the following:

- ♦ biblical insight into the truths within this lesson
- ♦ words and thoughts that are pleasing to God
- ♦ a sense of hope in the student's life, no matter how bleak things look

LESSON FOCUS

Principle #8: Don't Bounce Around

CORE TRUTHS

- ♦ Bouncing around does not impress potential employers.
- ♦ When things go bad, bloom where you are planted.
- ♦ Don't give in to the factors that tempt you to bounce around (higher pay elsewhere, unmet expectations, conflict and the opportunity to work the system).
- ♦ Longevity in a job develops Christ-like character.

LESSON ANSWERS

1. Students will share about their past work experiences; be empathetic to each of their unique stories. If appropriate, consider encouraging frustrated students with a personal story from your life. Throughout the lesson, be on the lookout for despairing students with poor work histories and people in prison who have bleak job prospects upon release—they desperately need encouragement about our hope in Christ Jesus!
2. *Yet when I surveyed all that my **hands** had done and what I had toiled to **achieve**, everything was **meaningless**, a chasing after the wind; **nothing** was gained under the sun.*
3. Paul boasts that the Thessalonians showed (1) perseverance and (2) faith in all the persecutions and trials that the church endured.
4. C

- | | | | |
|--------------------|----------------------|------------------|-------------------|
| 5. <u>patience</u> | <u>determination</u> | forgetfulness | jealousy |
| <u>maturity</u> | selfishness | <u>endurance</u> | <u>loyalty</u> |
| bitterness | anger | embarrassment | <u>dedication</u> |

6. Each student will respond differently to this question. Remember that the point of these questions is to encourage a habit of reflection on the student's part. Be empathetic to the student's suffering—think of the worst job you've ever had—and consider encouraging him or her with words from 2 Thessalonians 3:5: "May the Lord direct your hearts into God's love and Christ's perseverance." Encourage students to develop the habit of examining past actions and then asking Christ to renew and transform their hearts.
7. A
8. Paul has learned to be content in all situations—while well fed or hungry, while in plenty or in want.
9. Paul turns to God for strength: "I can do all this through him who gives me strength."
10. Students will respond differently to this question. Encourage students to rely on God first instead of employing other coping mechanisms. Consider recommending that the student read Psalm 121 when he or she struggles in this area.
11. *May the Lord direct your hearts into God's love and Christ's perseverance.*
12. Students will give reasons to stick with a lower-paying job. If students struggle, suggest the following:
- ♦ Sticking with a lower-paying job rather than bouncing around shows that you are a dedicated and faithful employee, potentially leading to bonuses and pay raises.
 - ♦ Sticking with a lower-paying job will help develop the work ethic and many other valuable skills.
13. T A.
F B.
F C.
T D.
14. *We know that suffering produces perseverance; perseverance, character; and character, hope. And hope does not put us to shame, because God's love has been poured out into our hearts through the Holy Spirit, who has been given to us.*
15. *You need to persevere so that when you have done the will of God, you will receive what he has promised.*
16. Let us run with perseverance the race marked out for us.
17. Each student will respond differently to this question. If we are honest with ourselves, most jobs turn out to be different from what we originally expected. Often it is because we were unrealistic in our expectations and failed to foresee the hardships inherent in any job. Encourage those who are currently in a job that is not living up to their expectations. Consider urging them to memorize Hebrews 10:36 for encouragement.

18. If we **endure**, we will also **reign** with him. If we **disown** him, he will also disown us.
19. “Look to the Lord and his strength; seek his face always.”
20. Students will respond with personal life stories; be compassionate and encouraging in your response. Consider redefining the achievement stage (i.e., when relationships in conflict are patiently mended, we can achieve exciting things with these tested and strengthened relationships) for struggling students. Consider your own tested relationships—with family, friends or colleagues—and share what you wish you would have known at the time of conflict.
21. *Whoever would love life and see **good** days must keep their tongue from **evil** and their lips from **deceitful** speech.*
22. *May these **words** of my **mouth** and this meditation of my **heart** be pleasing in your sight, Lord, my Rock and my **Redeemer**.*
23. A, B and D
24. Each student will respond differently to this question. Be compassionate and encouraging in your response. Remind struggling students that even if they did not experience an immediate negative outcome, outsmarting the system is dishonest and leads to patterns of laziness and entitlement.
25. *But the fruit of the Spirit is love, **joy**, peace, forbearance, kindness, goodness, **faithfulness**, gentleness, **self-control** . . .*
26. *Make every effort to add to your faith **goodness**; and to goodness, knowledge; and to knowledge, self-control; and to self-control, **perseverance**; and to **perseverance**, godliness; and to godliness, mutual affection; and to mutual affection, love.*
27. “If you possess these qualities, they will keep you from being ineffective and unproductive in your knowledge of our Lord Jesus Christ.”
28. The Thessalonian Christians were commended for their work produced by faith, their labor prompted by love and their endurance inspired by hope in our Lord Jesus Christ.
29. Students are encouraged to make changes in order to show that they intend to stick with their jobs. Be encouraging in your response to the student’s ideas.
30. Each student will take away different key points from this lesson but should elaborate on two of them. Affirm students’ reflections and encourage them to live in these ways. If your student struggles, remind him or her of the following ideas from the lesson:

INSTRUCTOR TIP

Do you sometimes feel that you are learning as much from the lessons and from your student as he or she is learning from you? It is amazing to see the reciprocal blessings of discipleship and mentoring. If you are being blessed by your relationship with your student, tell him or her!

- ♦ Bouncing around from job to job leaves you with little true experience.
- ♦ We should never be too proud to “pay our dues.”
- ♦ A good employee sticks with the job despite conflict.
- ♦ It is wrong to try to work the system.
- ♦ Bouncing around does not impress potential employers.
- ♦ When things go bad, we must seek to bloom where we are planted.
- ♦ Longevity in a job develops Christ-like character.

LESSON 9 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Proverbs 1:2–7:

“Good and gracious God, give us wisdom and instruction to understand words of insight; give us instruction in prudent behavior for doing what is right and just and fair; give us prudence, knowledge and discretion; give us discernment and guidance to understand proverbs and parables, the sayings and riddles of the wise. Remind us that the fear of the Lord is the beginning of knowledge. Amen.”

Spend a few more moments in prayer. Ask for the following:

- ◆ God's guidance in correcting this lesson
- ◆ compassionate and creative ways to respond to the student's answers
- ◆ God's strong presence in the life of your student as he or she continues studying the Word

LESSON FOCUS

Principle #9: Become a Change Agent

CORE TRUTHS

- ◆ Change agents welcome change and look for better ways to do things.
- ◆ To become a change agent, we must let go of bad habits.
- ◆ Both education and life experiences will teach you new ways of thinking.
- ◆ Find comfort in Jesus Christ, who is the same yesterday and today and forever.

LESSON ANSWERS

1. F A.
T B.
F C.
T D.
2. Students will answer differently. Each will give a personal example of something he or she has always done a certain way. If the student isn't able to give an example, consider giving one from your life.
3. Change agents are people who welcome change and get excited about new challenges. Moreover, change agents are always considering how to do things better.
4. Change resisters find change bothersome and decide that it is easier to do things the way they have always been done.

5. Each student will respond differently to this question. A key point here is that it is normal for people to prefer routine, but they must be willing to adapt and to accept change when necessary. Furthermore, the best employees are always looking for ways to improve their company or organization. Change-resistant employees act out of laziness and an unwillingness to consider the good of the company or organization. Becoming a change agent is a new concept for many students, so be extra encouraging throughout this lesson.
6. TRUE
7. With the help of the Spirit we must put to death the misdeeds of the body.
8. A and B
9. This is a personal application question in which each student will respond differently. This response should be an opportunity for much rejoicing! Affirm students' reflections and encourage them to continue to live in these ways. For students who can't think of any good habits, remind them that they have made it this far in the CBI program, and congratulate them on their perseverance.
10. The bad practices that Paul lists in this passage are sexual immorality, impurity, lust, evil desires, greed, anger, rage, malice, slander, filthy language and lying.
11. In 1 Timothy 5:13, Paul also mentions the bad practice of being idle.
12. Each student will list different things here. Frequent complaining is a particularly common bad habit that students may mention. Consider encouraging those students with 1 Thessalonians 5:18: "Give thanks in all circumstances; for this is God's will for you in Christ Jesus." If the student lacks ideas about how to fix his or her habits, consider suggesting one of the following: setting specific goals, associating with more positive influences, spending time praying about the bad habit each morning, memorizing a key verse, etc.
13. In 1 Corinthians 9:19–23, Paul writes about how he was willing to make changes to the way he did things when he was ministering to different people groups. He says he had to "become all things to all people" for the sake of the Gospel.
14. Students will explain some ways they can counter frustration at work and embrace change. Ideas students might list include the following: thinking positively about the situation, seeing the added responsibility as a challenge, viewing it as a compliment from a boss who believes in you, seeing it as a chance to learn new things that can benefit you in the future, etc.
15. *Do not **conform** to the pattern of this world, but be **transformed** by the renewing of your mind. Then you will be able to test and approve what God's will is—his **good**, pleasing and **perfect** will.*
16. B and D
17. *Finally, brothers and sisters, whatever is **true**, whatever is **noble**, whatever is right, whatever is pure, whatever is lovely, whatever is **admirable**—if anything is excellent or praiseworthy—**think** about such things.*

18. Students will name someone they admire who is a change agent and should explain what they can do to become more like that person. Each student's response to this question will vary.
19. Students will have different thoughts here. Be supportive and encouraging in your response to their comments. Look for realistic, productive ideas for improvement. Encourage students to act on good suggestions, or remind them that we can always change ourselves (our attitude, behavior, etc.), even if we can't change anything else about the situation.
20. *Apply your heart to **instruction** and your ears to words of **knowledge**.*
21. Each student should have placed a checkmark in the blank next to the highest level of education he or she has completed.
22. Each student will have a different answer here. Most will probably wish to complete a higher degree in order to get a better job or to earn more respect from their family or peers. A few students may be satisfied with the level of education they currently have, and this could be a perfectly acceptable answer, depending on their circumstances.
23. *Buy the **truth** and do not **sell** it—wisdom, instruction and insight as well.*
24. Each student will respond differently, and paying attention to the answer can tell you a lot about his or her current situation. Some students will want to gain practical, work-related skills (e.g., mechanics, typing). Others will want to gain a broader set of skills (e.g., managerial skills, communication).
25. Each student will respond differently, and there is no correct answer. Make sure that the student explains his or her response fully. Those who believe that a more advanced degree would help them may point out that earning the degree would give them more advanced knowledge and better communication skills. They may also point out that it would make them more competitive candidates for promotions. Those who do not believe that a more advanced degree would help them may be content in their current situation. Encourage these students to be on the lookout for new experiences and opportunities to learn, even if they do not pursue another degree.
26. ***Teach** me **knowledge** and good **judgment**, for I trust your commands.*
27. *For **wisdom** will enter your heart, and **knowledge** will be **pleasant** to your soul.*
28. Each student will respond differently to this question. For students who struggle to answer, suggest one of the following ideas or one of your own: reading books about different cultures, watching TV shows about other places, learning a new skill at work or talking to someone from a different culture.
29. *Jesus Christ is the same **yesterday** and **today** and **forever**.*
30. The student is asked to list four things he or she can do to better handle a change at work instead of looking for a new job. Answers might include any of the following:
- ♦ welcoming the change as a positive thing that will make the job better after a period of adjustment
 - ♦ avoiding complaint and complainers

- ♦ asking for help from another employee who knows the new system well
- ♦ inquiring about taking a class or coming in for an extra day of training
- ♦ praying and asking God to provide the strength to handle the challenge

LESSON 10 ANSWER KEY

ALL WORK IS GOD'S WORK

PRAYER

Pray for both yourself and your student. Consider using this adaptation of Numbers 6:24–26:

“Merciful Father, bless us and keep us. Make Your face shine on us and be gracious to us. Turn Your face toward us and give us peace. Amen.”

Spend a few more moments in prayer. Ask for the following:

- ♦ wisdom concerning the truths in this lesson
- ♦ the ability to give timely encouragement to the student
- ♦ God's protection over your student after this course is finished

LESSON FOCUS

Principle #10: Find a Mentor

CORE TRUTHS

- ♦ Find a mentor who can be your coach and confidant.
- ♦ Jesus' disciples throughout history can look to Him as the perfect mentor.
- ♦ Seek out a good mentor and then work hard to be a good mentee.
- ♦ God intends the Bible to serve as a counselor and guide for His people.

LESSON ANSWERS

1. As **iron** sharpens **iron**, so one person **sharpens** another.
2. A mentor is a person who has more experience than you do and who will be able to guide you and help you quickly learn how to succeed. Students can expand on this definition; other traits of a mentor include openness, honesty, wisdom, experience, loyalty, a willingness to share and an engagement in the mentee's life.
3. Students will list two people who have been influential in their life (in a positive or negative way). Be sure that students also explain what each person did to influence them. It is possible that students will only be able to think of people who have negatively influenced them. Encourage students to seek out good influences and to avoid bad influences. Take a moment to pray that your student will have many good role models in the years to come.
4. Ecclesiastes 4:9–10 explains that two are better than one because they have a good return for their labor. If either of them falls down, one can help the other up.

5. Each student will respond differently to this question. Students may need mentors in the realm of education, work, faith, parenthood or something else entirely.
6. Proverbs 12:1 describes people who hate correction as stupid.
7. Each student will have different thoughts here. Check to make sure that the student listed at least four qualities. For students who struggle to answer, suggest qualities such as maturity, responsibility, encouragement, wisdom and patience.

8. Moses — Samuel
 Eli — Timothy
 Paul — Joshua

9. Elisha was plowing a field when Elijah found him and threw his cloak over him. Elisha burned his plowing equipment, slaughtered his oxen and gave the meat to the people. Then Elisha followed Elijah and became his attendant. (Students should describe this scene with words or a picture.)
10. The twelve disciples are Simon (Peter), James the son of Zebedee, John, Andrew, Philip, Bartholomew, Matthew, Thomas, James the son of Alphaeus, Thaddaeus, Simon the Zealot and Judas Iscariot.
11. A and C
12. *Take my yoke upon you and **learn from me**, for I am gentle and humble in heart, and you will find rest for your souls.*
13. 2 A.
6 B.
1 C.
5 D.
3 E.
4 F.
14. *After six days Jesus took with him **Peter, James and John** the brother of James, and led them up a high **mountain** by themselves.*
15. Jesus took His disciples to Gethsemane.
16. a. Jesus took Peter, James and John with Him.
 b. He asked them to keep watch.
17. *To **Timothy** my **true son** in the faith: Grace, mercy and peace from God the Father and Christ Jesus our Lord.*
18. This is a personal application question, and students will answer differently. Affirm their reflections and encourage them to continue seeking out good role models. If appropriate, add additional comments

that support the students' admiration ("I can see that your father has a servant's heart," "She sounds like a very wise woman," etc.).

19. Instruct the **wise** and they will be wiser still; teach the **righteous** and they will add to their **learning**.
20. Students could imagine a variety of conversations, as there are several good ways to ask someone to be a mentor. Some students will imagine approaching a mentor in the workplace, while others will imagine approaching a spiritual or personal mentor. For students who struggle, suggest something along the following lines: "I really admire how successful you've been in the workplace. You get results, but you are never dishonest or unkind. Would you be available to meet with me once a month (or every other month) to offer me advice about my own career? I would be happy to buy the coffee!"
21. Probable traits include patience, maturity, determination, perseverance, endurance, loyalty and thoughtfulness. Make sure the student circled the majority of these traits.
22. Make sure students are thorough in their explanations. Encourage them to display those same traits if they are a mentee, now or in the future.
23. FALSE. Those who show contempt for commands and instruction will die. Those who keep commands keep their lives. Either or both answers are acceptable.
24. Each student will have different thoughts here. Be compassionate and encouraging in your response. Encourage students to continue developing the traits of a good mentee, and pray that God will bring a good mentor into their lives.
25. *Your statutes are my **delight**; they are my **counselors**.*
26. A.
 B.
 C.
 D.
27. God's Word is useful for teaching, rebuking, correcting and training in righteousness
28. *Whatever you have **learned** or received or **heard** from me, or **seen** in me—put it into **practice**. And the God of peace will be with you.*
29. Students will respond differently to this question, but they should recognize that God uses the Bible to guide His people. You can remind students that the Holy Spirit intercedes on our behalf, giving us instruction and wisdom from God, whenever we read Scripture. For students who struggle, consider sharing biblical truths to remind them of God's constant mentoring in our lives. You could also point out that CBI courses such as this one use God's Word to teach students both practical and spiritual wisdom!

INSTRUCTOR TIP

Congratulate the student on finishing the course! If you are able, tell the student that you will continue to pray for him or her. Finally, encourage the student to continue with his or her studies with CBI.

30. This question serves as a final application question. The student should review all the lessons from this course and then discuss three positive results these ten principles have had (or will have) on his or her current (or future) employment. Commend students who have applied the principles and have experienced positive changes at work. If students seem to struggle with this question or are frustrated because nothing seems to be going positively, assure them that God is working behind the scenes even when change is not particularly evident. Encourage students with appropriate Scripture verses.

ALL WORK IS GOD'S WORK

DEVELOPING A CHRISTIAN WORK ETHIC



ROADMAP ANSWER KEY

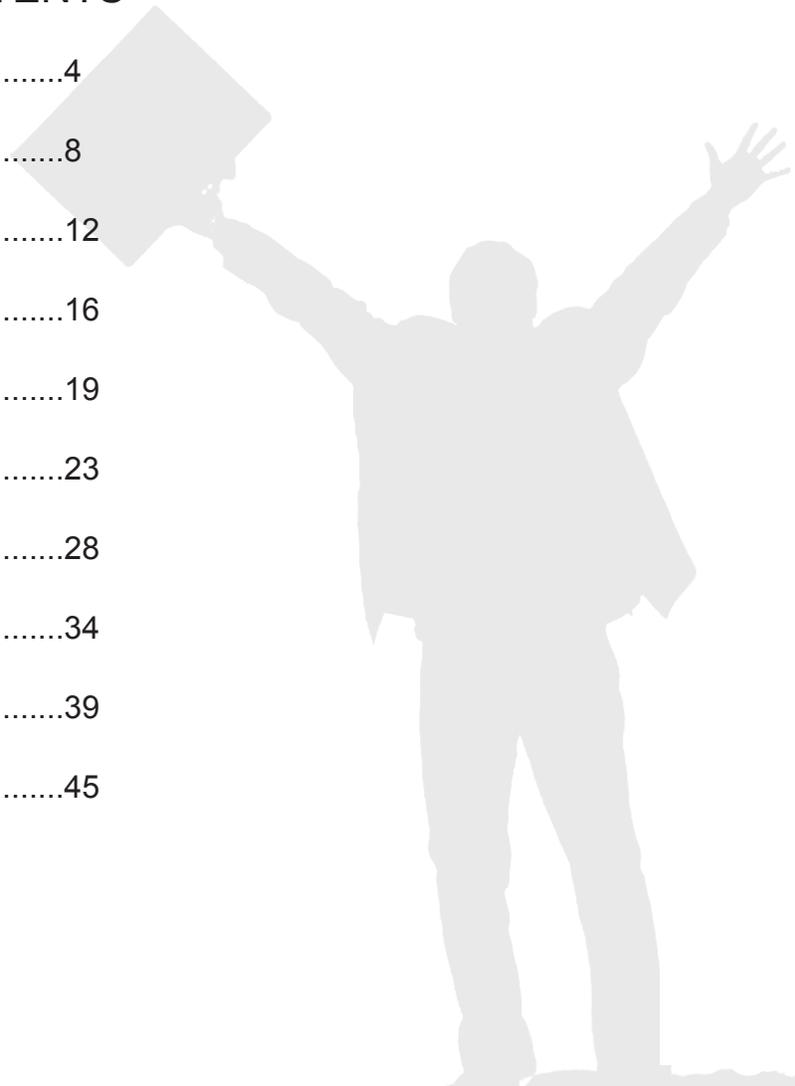
All Work Is God's Work

Developing a Christian Work Ethic

ROADMAP ANSWER KEY

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ROADMAP 1 ANSWER KEY

What does it mean to be created in the image of God?

DAY 1: GOD CREATED US TO BE SPIRITUAL.

Although we should not overlook the fact that God created us to have physical bodies, we alone among the animals have spirits through which we can communicate with and know God.

Matthew 10:28

²⁸“Do not be afraid of those who kill the body but cannot kill the soul. Rather, be afraid of the One who can destroy both soul and body in hell.”

Ecclesiastes 12:7

⁷and the dust returns to the ground it came from, and the spirit returns to God who gave it.

1 Thessalonians 5:23

²³May God himself, the God of peace, sanctify you through and through. May your whole spirit, soul and body be kept blameless at the coming of our Lord Jesus Christ.

DAY 2: GOD CREATED US TO BE FREE.

Christian freedom is not the ability to do whatever we want, but the ability to become what we were made to be. We can only be free, however, after Christ has released us from the bondage of sin and death.

John 8:31–32

³¹To the Jews who had believed him, Jesus said, “If you hold to my teaching, you are really my disciples. ³²Then you will know the truth, and the truth will set you free.”

Acts 13:38–39

³⁸“Therefore, my friends, I want you to know that through Jesus the forgiveness of sins is proclaimed to you. ³⁹Through him everyone who believes is set free from every sin, a justification you were not able to obtain under the law of Moses.”

Galatians 5:1

¹It is for freedom that Christ has set us free. Stand firm, then, and do not let yourselves be burdened again by a yoke of slavery.

DAY 3: GOD CREATED US TO BE PART OF A COMMUNITY.

Each Person of the Trinity has a relationship with the others and therefore exists in community. Our communal, relational nature is thus an essential part of our nature as image bearers.

Genesis 2:18–22

¹⁸The LORD God said, “It is not good for the man to be alone. I will make a helper suitable for him.”

¹⁹Now the LORD God had formed out of the ground all the wild animals and all the birds in the sky. He brought them to the man to see what he would name them; and whatever the man called each living creature, that was its name. ²⁰So the man gave names to all the livestock, the birds in the sky and all the wild animals.

But for Adam no suitable helper was found. ²¹So the LORD God caused the man to fall into a deep sleep; and while he was sleeping, he took one of the man’s ribs and then closed up the place with flesh. ²²Then the LORD God made a woman from the rib he had taken out of the man, and he brought her to the man.

Acts 2:44–47

⁴⁴All the believers were together and had everything in common. ⁴⁵They sold property and possessions to give to anyone who had need. ⁴⁶Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, ⁴⁷praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

Hebrews 10:24–25

²⁴And let us consider how we may spur one another on toward love and good deeds, ²⁵not giving up meeting together, as some are in the habit of doing, but encouraging one another—and all the more as you see the Day approaching.

DAY 4: GOD CREATED US TO BE ETERNAL.

Christians should live with an eye to the eternal, always remembering that this earthly world will pass away. Of course, that is not to say that what we do in this life does not matter; rather, what we do has eternal significance.

Romans 2:7

⁷To those who by persistence in doing good seek glory, honor and immortality, he will give eternal life.

John 4:13–14

¹³Jesus answered, “Everyone who drinks this water will be thirsty again, ¹⁴but whoever

drinks the water I give them will never thirst. Indeed, the water I give them will become in them a spring of water welling up to eternal life.”

John 10:27–29

²⁷“My sheep listen to my voice; I know them, and they follow me. ²⁸I give them eternal life, and they shall never perish; no one will snatch them out of my hand. ²⁹My Father, who has given them to me, is greater than all; no one can snatch them out of my Father’s hand.”

DAY 5: GOD CREATED US TO LOVE.

Because God is love (1 John 4:8), love is possible and we are able to practice it. Furthermore, we must love others because they, like us, are images of God, and by loving them, we love God.

1 John 4:7–12

⁷Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God. ⁸Whoever does not love does not know God, because God is love. ⁹This is how God showed his love among us: He sent his one and only Son into the world that we might live through him. ¹⁰This is love: not that we loved God, but that he loved us and sent his Son as an atoning sacrifice for our sins. ¹¹Dear friends, since God so loved us, we also ought to love one another. ¹²No one has ever seen God; but if we love one another, God lives in us and his love is made complete in us.

John 13:34–35

³⁴“A new command I give you: Love one another. As I have loved you, so you must love one another. ³⁵By this everyone will know that you are my disciples, if you love one another.”

2 Corinthians 13:14

¹⁴May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with you all.

DAY 6: GOD CREATED US TO WORK.

Although laborious toil was a result of the Fall, Adam was assigned to work the garden and to name the animals even before sin entered the world. Furthermore, we see examples of the Father, Son and Holy Spirit working throughout Scripture.

Genesis 2:15

¹⁵The LORD God took the man and put him in the Garden of Eden to work it and take care of it.

Psalm 90:17

¹⁷May the favor of the Lord our God rest on us; establish the work of our hands for us—yes, establish the work of our hands.

1 Corinthians 15:58

⁵⁸Therefore, my dear brothers and sisters, stand firm. Let nothing move you. Always give yourselves fully to the work of the Lord, because you know that your labor in the Lord is not in vain.

DAY 7: GOD CREATED US TO REST.

God created us to rest so that He could refresh us. Physical rest takes place when we sleep, but spiritual rest occurs when we let our souls abide in Him. It is only after resting properly that we can return to the work He has laid out for us.

Genesis 2:1–2

¹Thus the heavens and the earth were completed in all their vast array. ²By the seventh day God had finished the work he had been doing; so on the seventh day he rested from all his work.

Psalm 23:1–3

¹The LORD is my shepherd, I lack nothing. ²He makes me lie down in green pastures, he leads me beside quiet waters, ³he refreshes my soul. He guides me along the right paths for his name's sake.

Exodus 33:12–14

¹²Moses said to the LORD, “You have been telling me, ‘Lead these people,’ but you have not let me know whom you will send with me. You have said, ‘I know you by name and you have found favor with me.’ ¹³If you are pleased with me, teach me your ways so I may know you and continue to find favor with you. Remember that this nation is your people.”

¹⁴The LORD replied, “My Presence will go with you, and I will give you rest.”

ROADMAP 2 ANSWER KEY

How will God provide for me?

DAY 1: GOD GIVES US FOOD.

God promised to provide food for humankind both in the Garden of Eden and after the flood. We also see the provision of food in the miracle of the fish and the loaves.

Genesis 1:29

²⁹Then God said, “I give you every seed-bearing plant on the face of the whole earth and every tree that has fruit with seed in it. They will be yours for food.”

Exodus 16:1–5, 13–16

¹The whole Israelite community set out from Elim and came to the Desert of Sin, which is between Elim and Sinai, on the fifteenth day of the second month after they had come out of Egypt. ²In the desert the whole community grumbled against Moses and Aaron.

³The Israelites said to them, “If only we had died by the LORD’s hand in Egypt! There we sat around pots of meat and ate all the food we wanted, but you have brought us out into this desert to starve this entire assembly to death.”

⁴Then the LORD said to Moses, “I will rain down bread from heaven for you. The people are to go out each day and gather enough for that day. In this way I will test them and see whether they will follow my instructions. ⁵On the sixth day they are to prepare what they bring in, and that is to be twice as much as they gather on the other days.”

¹³That evening quail came and covered the camp, and in the morning there was a layer of dew around the camp. ¹⁴When the dew was gone, thin flakes like frost on the ground appeared on the desert floor. ¹⁵When the Israelites saw it, they said to each other, “What is it?” For they did not know what it was.

Moses said to them, “It is the bread the LORD has given you to eat. ¹⁶This is what the LORD has commanded: ‘Everyone is to gather as much as they need. Take an omer for each person you have in your tent.’”

DAY 2: GOD GIVES US THE MONEY WE NEED.

Of course, we sometimes disagree with God about how much money we actually need. Paul tells us that the Christian approach to material goods is “godliness with contentment” (1 Timothy 6:6–7).

2 Kings 4:1–7

¹The wife of a man from the company of the prophets cried out to Elisha, “Your servant my husband is dead, and you know that he revered the LORD. But now his creditor is coming to take my two boys as his slaves.”

²Elisha replied to her, “How can I help you? Tell me, what do you have in your house?” “Your servant has nothing there at all,” she said, “except a small jar of olive oil.”

³Elisha said, “Go around and ask all your neighbors for empty jars. Don’t ask for just a few. ⁴Then go inside and shut the door behind you and your sons. Pour oil into all the jars, and as each is filled, put it to one side.”

⁵She left him and shut the door behind her and her sons. They brought the jars to her and she kept pouring. ⁶When all the jars were full, she said to her son, “Bring me another one.”

But he replied, “There is not a jar left.” Then the oil stopped flowing.

⁷She went and told the man of God, and he said, “Go, sell the oil and pay your debts. You and your sons can live on what is left.”

Matthew 17:24–27

²⁴After Jesus and his disciples arrived in Capernaum, the collectors of the two-drachma temple tax came to Peter and asked, “Doesn’t your teacher pay the temple tax?”

²⁵“Yes, he does,” he replied.

When Peter came into the house, Jesus was the first to speak. “What do you think, Simon?” he asked. “From whom do the kings of the earth collect duty and taxes—from their own children or from others?”

²⁶“From others,” Peter answered.

“Then the children are exempt,” Jesus said to him. ²⁷“But so that we may not cause offense, go to the lake and throw out your line. Take the first fish you catch; open its mouth and you will find a four-drachma coin. Take it and give it to them for my tax and yours.”

DAY 3: GOD GIVES US CONTENTMENT.

Since God alone is unchanging, He is the only sure foundation for contentment; all else will fall away.

1 Timothy 6:6–7

⁶But godliness with contentment is great gain. ⁷For we brought nothing into the world, and we can take nothing out of it.

Proverbs 14:30

³⁰A heart at peace gives life to the body, but envy rots the bones.

Philippians 4:11–12

¹¹I am not saying this because I am in need, for I have learned to be content whatever the circumstances. ¹²I know what it is to be in need, and I know what it is to have plenty. I have learned the secret of being content in any and every situation, whether well fed or hungry, whether living in plenty or in want.

DAY 4: GOD GIVES US GUIDANCE.

This blessing is often overlooked, but any who have suffered from oppressive confusion or doubt know its true worth.

Proverbs 2:6–9

⁶For the LORD gives wisdom; from his mouth come knowledge and understanding. ⁷He holds success in store for the upright, he is a shield to those whose walk is blameless, ⁸for he guards the course of the just and protects the way of his faithful ones. ⁹Then you will understand what is right and just and fair—every good path.

John 16:13

¹³“But when he, the Spirit of truth, comes, he will guide you into all the truth. He will not speak on his own; he will speak only what he hears, and he will tell you what is yet to come.”

Psalm 25:9

⁹He guides the humble in what is right and teaches them his way.

DAY 5: GOD GIVES US TRUE JOY.

A life focused on the self and the pleasures afforded by material possessions is emptiness. A life centered on the fullness of Christ is joy.

Psalm 16:11

¹¹You make known to me the path of life; you will fill me with joy in your presence, with eternal pleasures at your right hand.

Psalm 63:5–7

⁵I will be fully satisfied as with the richest of foods; with singing lips my mouth will praise you. ⁶On my bed I remember you; I think of you through the watches of the night. ⁷Because you are my help, I sing in the shadow of your wings.

Psalm 126:3

³The LORD has done great things for us, and we are filled with joy.

DAY 6: GOD GIVES US REST.

What sleep is to our physical bodies, the Sabbath is to our soul.

Mark 6:30–31

³⁰The apostles gathered around Jesus and reported to him all they had done and taught.

³¹Then, because so many people were coming and going that they did not even have a chance to eat, he said to them, “Come with me by yourselves to a quiet place and get some rest.”

Matthew 11:28–29

²⁸“Come to me, all you who are weary and burdened, and I will give you rest. ²⁹Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls.”

Hebrews 4:9–10

⁹There remains, then, a Sabbath-rest for the people of God; ¹⁰for anyone who enters God’s rest also rests from their works, just as God did from his.

DAY 7: GOD GIVES US ETERNAL LIFE.

It is easier to release our anxiety and care if we keep an eye on the eternal. As Psalm 56:4 says, “In God I trust and am not afraid. What can mere mortals do to me?”

Matthew 19:29

²⁹And everyone who has left houses or brothers or sisters or father or mother or wife or children or fields for my sake will receive a hundred times as much and will inherit eternal life.

John 5:24

²⁴“Very truly I tell you, whoever hears my word and believes him who sent me has eternal life and will not be judged but has crossed over from death to life.”

John 6:35–40

³⁵Then Jesus declared, “I am the bread of life. Whoever comes to me will never go hungry, and whoever believes in me will never be thirsty. ³⁶But as I told you, you have seen me and still you do not believe. ³⁷All those the Father gives me will come to me, and whoever comes to me I will never drive away. ³⁸For I have come down from heaven not to do my will but to do the will of him who sent me. ³⁹And this is the will of him who sent me, that I shall lose none of all those he has given me, but raise them up at the last day. ⁴⁰For my Father’s will is that everyone who looks to the Son and believes in him shall have eternal life, and I will raise them up at the last day.”

ROADMAP 3 ANSWER KEY

How can I do the work of God?

DAY 1: LET YOUR LOVE ABOUND MORE AND MORE.

Paul seems to have had a special love for the church at Philippi, and they for him. He greets them joyfully and then urges them to abound in love, that they might be pure and blameless before Christ (Philippians 1:10).

Philippians 1:9–11

⁹And this is my prayer: that your love may abound more and more in knowledge and depth of insight, ¹⁰so that you may be able to discern what is best and may be pure and blameless for the day of Christ, ¹¹filled with the fruit of righteousness that comes through Jesus Christ—to the glory and praise of God.

John 13:34–35

³⁴“A new command I give you: Love one another. As I have loved you, so you must love one another. ³⁵By this everyone will know that you are my disciples, if you love one another.”

1 John 4:7–8

⁷Dear friends, let us love one another, for love comes from God. Everyone who loves has been born of God and knows God. ⁸Whoever does not love does not know God, because God is love.

DAY 2: LET CHRIST BE PREACHED.

Students in prison may derive particular encouragement from this passage because although Paul was in prison, he found many reasons to rejoice. Paul had confidence that the Gospel would be proclaimed whether he lived or died, and history proved his faith to be well founded!

Philippians 1:12–14, 18

¹²Now I want you to know, brothers and sisters, that what has happened to me has actually served to advance the gospel. ¹³As a result, it has become clear throughout the whole palace guard and to everyone else that I am in chains for Christ. ¹⁴And because of my chains, most of the brothers and sisters have become confident in the Lord and dare all the more to proclaim the gospel without fear.

¹⁸But what does it matter? The important thing is that in every way, whether from false motives or true, Christ is preached. And because of this I rejoice.

Exodus 4:10–12

¹⁰Moses said to the LORD, “Pardon your servant, Lord. I have never been eloquent,

neither in the past nor since you have spoken to your servant. I am slow of speech and tongue.”

¹¹The LORD said to him, “Who gave human beings their mouths? Who makes them deaf or mute? Who gives them sight or makes them blind? Is it not I, the LORD? ¹²Now go; I will help you speak and will teach you what to say.”

Mark 15:16

¹⁶He said to them, “Go into all the world and preach the gospel to all creation.”

DAY 3: CONDUCT YOURSELVES IN A MANNER WORTHY OF THE GOSPEL.

The first verse of this passage (verse 27) is reminiscent of Christ’s command that we watchfully and piously await his return (e.g., Luke 12:35–48).

Philippians 1:27–30

²⁷Whatever happens, conduct yourselves in a manner worthy of the gospel of Christ. Then, whether I come and see you or only hear about you in my absence, I will know that you stand firm in the one Spirit, striving together as one for the faith of the gospel ²⁸without being frightened in any way by those who oppose you. This is a sign to them that they will be destroyed, but that you will be saved—and that by God. ²⁹For it has been granted to you on behalf of Christ not only to believe in him, but also to suffer for him, ³⁰since you are going through the same struggle you saw I had, and now hear that I still have.

Ephesians 4:25–32

²⁵Therefore each of you must put off falsehood and speak truthfully to your neighbor, for we are all members of one body. ²⁶“In your anger do not sin”: Do not let the sun go down while you are still angry, ²⁷and do not give the devil a foothold. ²⁸Anyone who has been stealing must steal no longer, but must work, doing something useful with their own hands, that they may have something to share with those in need.

²⁹Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen. ³⁰And do not grieve the Holy Spirit of God, with whom you were sealed for the day of redemption. ³¹Get rid of all bitterness, rage and anger, brawling and slander, along with every form of malice. ³²Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you.

DAY 4: IMITATE CHRIST'S HUMILITY.

At the time, humility was a uniquely Christian virtue; it did not exist as such in pre-Christian antiquity. We still see traces of our culture's antipathy to this virtue in phrases like "Nice guys finish last," "I have to take what's mine," "It's only bragging if it's not true," etc.

Philippians 2:3–8

³Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, ⁴not looking to your own interests but each of you to the interests of the others.

⁵In your relationships with one another, have the same mindset as Christ Jesus:

⁶Who, being in very nature God, did not consider equality with God something to be used to his own advantage; ⁷rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. ⁸And being found in appearance as a man, he humbled himself by becoming obedient to death—even death on a cross!

Psalm 149:4

⁴For the LORD takes delight in his people; he crowns the humble with victory.

Matthew 23:12

¹²"For those who exalt themselves will be humbled, and those who humble themselves will be exalted."

DAY 5: DO EVERYTHING WITHOUT GRUMBLING.

We are in the habit of overlooking this very clear command to rejoice; indeed, most of us violate it many times each day.

Philippians 2:14–16

¹⁴Do everything without grumbling or arguing, ¹⁵so that you may become blameless and pure, "children of God without fault in a warped and crooked generation." Then you will shine among them like stars in the sky ¹⁶as you hold firmly to the word of life. And then I will be able to boast on the day of Christ that I did not run or labor in vain.

Numbers 11:1

¹Now the people complained about their hardships in the hearing of the LORD, and when he heard them his anger was aroused. Then fire from the LORD burned among them and consumed some of the outskirts of the camp.

Ephesians 4:29

²⁹Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen.

DAY 6: PRESS ON TOWARD THE GOAL.

Our work as Christians is never done. An attentive spirit and fervent prayer will always reveal needs to meet and service to offer.

Philippians 3:12–14

¹²Not that I have already obtained all this, or have already arrived at my goal, but I press on to take hold of that for which Christ Jesus took hold of me. ¹³Brothers and sisters, I do not consider myself yet to have taken hold of it. But one thing I do: Forgetting what is behind and straining toward what is ahead, ¹⁴I press on toward the goal to win the prize for which God has called me heavenward in Christ Jesus.

1 Chronicles 28:20

²⁰David also said to Solomon his son, “Be strong and courageous, and do the work. Do not be afraid or discouraged, for the LORD God, my God, is with you. He will not fail you or forsake you until all the work for the service of the temple of the LORD is finished.

Galatians 6:9

⁹Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up.

DAY 7: IMITATE CHRISTIAN ROLE MODELS.

Paul offers himself as a model to the church at Philippi, and he also tells them to keep their eyes on “those who live as we do” (Philippians 3:17). This passage speaks to the need for a community that offers both support and guidance.

Philippians 3:17

¹⁷Join together in following my example, brothers and sisters, and just as you have us as a model, keep your eyes on those who live as we do.

Colossians 2:6–7

⁶So then, just as you received Christ Jesus as Lord, continue to live your lives in him, ⁷rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.

2 Timothy 1:5

⁵I am reminded of your sincere faith, which first lived in your grandmother Lois and in your mother Eunice and, I am persuaded, now lives in you also.

ROADMAP 4 ANSWER KEY

Why is it important to honor others?

DAY 1: WE HONOR OTHERS OUT OF OBEDIENCE TO GOD.

Jesus said that the commandment “Love your neighbor as yourself” is the second greatest, after “Love the Lord your God with all your heart and with all your soul and with all your mind.” All of the other laws hang on these two all-important things.

John 15:12

¹²“My command is this: Love each other as I have loved you.”

1 John 4:21

²¹And he has given us this command: Anyone who loves God must also love their brother and sister.

Leviticus 19:18

¹⁸“Do not seek revenge or bear a grudge against anyone among your people, but love your neighbor as yourself. I am the LORD.”

DAY 2: WE HONOR OTHERS BECAUSE THEY TOO ARE MADE IN THE IMAGE OF GOD.

If we fail to love and honor other people, we are failing to love and honor the image of God in them.

Genesis 1:27

²⁷So God created mankind in his own image, in the image of God he created them; male and female he created them.

Genesis 9:6

⁶“Whoever sheds human blood, by humans shall their blood be shed; for in the image of God has God made mankind.”

James 3:9–10

⁹With the tongue we praise our Lord and Father, and with it we curse human beings, who have been made in God’s likeness. ¹⁰Out of the same mouth come praise and cursing. My brothers and sisters, this should not be.

DAY 3: WE HONOR OTHERS SO THAT WE CAN BE A GOOD EXAMPLE FOR ALL.

We must be a good example both to other Christians who look to us for guidance and to

those who are not Christians, that they might be compelled toward Christ's love.

John 13:35

³⁵“By this everyone will know that you are my disciples, if you love one another.”

Matthew 5:16

¹⁶“In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven.”

1 Peter 2:11–12

¹¹Dear friends, I urge you, as foreigners and exiles, to abstain from sinful desires, which wage war against your soul. ¹²Live such good lives among the pagans that, though they accuse you of doing wrong, they may see your good deeds and glorify God on the day he visits us.

DAY 4: WE HONOR OTHERS IN ORDER TO IMITATE CHRIST.

Christ “made himself nothing, taking the very image of a servant” (Philippians 2:7), and we should likewise humble ourselves to honor and serve others.

1 John 4:11

¹¹Dear friends, since God so loved us, we also ought to love one another.

John 13:14–15

¹⁴“Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. ¹⁵I have set you an example that you should do as I have done for you.”

1 Corinthians 11:1

¹Follow my example, as I follow the example of Christ.

DAY 5: WE HONOR OTHERS BECAUSE IT LEADS TO JOY.

Paul writes that he receives great joy from Philemon's service to his church, and it is likely that Philemon also felt much joy, as did the people he served. Although not all interactions with others are so joyful, we can always find contentment in our obedience to God.

Philemon 1:7

⁷Your love has given me great joy and encouragement, because you, brother, have refreshed the hearts of the Lord's people.

John 15:10–11

¹⁰“If you keep my commands, you will remain in my love, just as I have kept my Father's commands and remain in his love. ¹¹I have told you this so that my joy may be in you and that your joy may be complete.”

1 Chronicles 29:17

¹⁷“I know, my God, that you test the heart and are pleased with integrity. All these things I have given willingly and with honest intent. And now I have seen with joy how willingly your people who are here have given to you.”

DAY 6: WE HONOR OTHERS AS PART OF OUR MISSION ON EARTH.

We see from these verses that loving others is absolutely central to the Christian faith. By honoring others, we participate in God’s plan for us.

Ephesians 3:19

¹⁹and to know this love that surpasses knowledge—that you may be filled to the measure of all the fullness of God.

1 Timothy 1:5

⁵The goal of this command is love, which comes from a pure heart and a good conscience and a sincere faith.

1 Corinthians 13:1–3

¹If I speak in the tongues of men or of angels, but do not have love, I am only a resounding gong or a clanging cymbal. ²If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but do not have love, I am nothing. ³If I give all I possess to the poor and give over my body to hardship that I may boast, but do not have love, I gain nothing.

DAY 7: WE HONOR OTHERS BECAUSE THE SPIRIT LIVES IN US.

The Gospel of Luke says that “each tree is recognized by its own fruit” (Luke 6:44); that is to say, Christians should be recognized by the love and kindness they show.

1 John 2:3–4

³We know that we have come to know him if we keep his commands. ⁴Whoever says, “I know him,” but does not do what he commands is a liar, and the truth is not in that person.

John 15:5

⁵“I am the vine; you are the branches. If you remain in me and I in you, you will bear much fruit; apart from me you can do nothing.”

Galatians 5:22–23

²²But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, ²³gentleness and self-control. Against such things there is no law.

ROADMAP 5 ANSWER KEY

How can I be a joyful worker?

DAY 1: A JOYFUL WORKER IS HOPEFUL.

We shouldn't mistake hope for a belief that God will give us what we want or what we think we need. Instead, hope is the assurance that the suffering and evil of our current world will one day be replaced by a reality that perfectly coincides with God's goodness and love.

Jeremiah 29:11

¹¹"For I know the plans I have for you," declares the LORD, "plans to prosper you and not to harm you, plans to give you hope and a future."

Psalm 33:20–22

²⁰We wait in hope for the LORD; he is our help and our shield. ²¹In him our hearts rejoice, for we trust in his holy name. ²²May your unfailing love be with us, LORD, even as we put our hope in you.

Psalm 25:1–3

¹In you, LORD my God, I put my trust. ²I trust in you; do not let me be put to shame, nor let my enemies triumph over me. ³No one who hopes in you will ever be put to shame, but shame will come on those who are treacherous without cause.

DAY 2: A JOYFUL WORKER IS COURAGEOUS.

Although we may never find ourselves battling Canaanites, acting with integrity often requires a courageous spirit. Indeed, honesty, humility and faith all require daily courage.

Deuteronomy 31:1–8

¹Then Moses went out and spoke these words to all Israel: ²"I am now a hundred and twenty years old and I am no longer able to lead you. The LORD has said to me, 'You shall not cross the Jordan.' ³The LORD your God himself will cross over ahead of you. He will destroy these nations before you, and you will take possession of their land. Joshua also will cross over ahead of you, as the LORD said. ⁴And the LORD will do to them what he did to Sihon and Og, the kings of the Amorites, whom he destroyed along with their land. ⁵The LORD will deliver them to you, and you must do to them all that I have commanded you. ⁶Be strong and courageous. Do not be afraid or terrified because of them, for the LORD your God goes with you; he will never leave you nor forsake you."

⁷Then Moses summoned Joshua and said to him in the presence of all Israel, "Be strong and courageous, for you must go with this people into the land that the LORD swore to their ancestors to give them, and you must divide it among them as their inheritance.

⁸The LORD himself goes before you and will be with you; he will never leave you nor

forsake you. Do not be afraid; do not be discouraged.”

1 Chronicles 28:20

²⁰David also said to Solomon his son, “Be strong and courageous, and do the work. Do not be afraid or discouraged, for the LORD God, my God, is with you. He will not fail you or forsake you until all the work for the service of the temple of the LORD is finished.”

DAY 3: A JOYFUL WORKER IS PATIENT.

Christians need two kinds of patience: spiritual patience (closely linked with hope, because God operates outside of earthly time) and earthly patience (for our relationships with others).

James 5:7–11

⁷Be patient, then, brothers and sisters, until the Lord’s coming. See how the farmer waits for the land to yield its valuable crop, patiently waiting for the autumn and spring rains. ⁸You too, be patient and stand firm, because the Lord’s coming is near. ⁹Don’t grumble against one another, brothers and sisters, or you will be judged. The Judge is standing at the door!

¹⁰Brothers and sisters, as an example of patience in the face of suffering, take the prophets who spoke in the name of the Lord. ¹¹As you know, we count as blessed those who have persevered. You have heard of Job’s perseverance and have seen what the Lord finally brought about. The Lord is full of compassion and mercy.

Psalms 37:7–11

⁷Be still before the LORD and wait patiently for him; do not fret when people succeed in their ways, when they carry out their wicked schemes. ⁸Refrain from anger and turn from wrath; do not fret—it leads only to evil. ⁹For those who are evil will be destroyed, but those who hope in the LORD will inherit the land. ¹⁰A little while, and the wicked will be no more; though you look for them, they will not be found. ¹¹But the meek will inherit the land and enjoy peace and prosperity.

DAY 4: A JOYFUL WORKER TRUSTS GOD.

It is easy to become anxious in the workplace, especially since it sometimes seems that our Christian humility and honesty are incompatible with “getting ahead.” At those times, the Psalms can be of particular comfort.

2 Corinthians 3:4–5

⁴Such confidence we have through Christ before God. ⁵Not that we are competent in ourselves to claim anything for ourselves, but our competence comes from God.

Proverbs 3:5–6

⁵Trust in the LORD with all your heart and lean not on your own understanding; ⁶in all

your ways submit to him, and he will make your paths straight.

Psalm 18:1–2

¹I love you, LORD, my strength. ²The LORD is my rock, my fortress and my deliverer; my God is my rock, in whom I take refuge, my shield and the horn of my salvation, my stronghold.

DAY 5: A JOYFUL WORKER IS CONTENT.

We are instructed to replace our confidence in material and financial possessions with “the peace of God, which transcends all understanding” (Philippians 4:7).

John 14:27

²⁷“Peace I leave with you; my peace I give you. I do not give to you as the world gives. Do not let your hearts be troubled and do not be afraid.”

Hebrews 13:5

⁵Keep your lives free from the love of money and be content with what you have, because God has said, “Never will I leave you; never will I forsake you.”

Luke 3:14

¹⁴Then some soldiers asked him, “And what should we do?”

He replied, “Don’t extort money and don’t accuse people falsely—be content with your pay.”

DAY 6: A JOYFUL WORKER WORKS WHOLEHEARTEDLY.

We should see wholehearted work as more than a strategy to help us get ahead; more importantly, it is an integral part of being fulfilled by and joyful about our work.

Numbers 32:11–12

¹¹“Because they have not followed me wholeheartedly, not one of those who were twenty years old or more when they came up out of Egypt will see the land I promised on oath to Abraham, Isaac and Jacob—¹²not one except Caleb son of Jephunneh the Kenizzite and Joshua son of Nun, for they followed the LORD wholeheartedly.”

1 Kings 8:22–23

²²Then Solomon stood before the altar of the LORD in front of the whole assembly of Israel, spread out his hands toward heaven ²³and said:

“LORD, the God of Israel, there is no God like you in heaven above or on earth below—you who keep your covenant of love with your servants who continue wholeheartedly in your way.”

Ephesians 6:6–7

⁶Obey them not only to win their favor when their eye is on you, but as slaves of Christ, doing the will of God from your heart. ⁷Serve wholeheartedly, as if you were serving the Lord, not people.

DAY 7: A JOYFUL WORKER IS OBEDIENT.

In the Bible, obedience is linked with love and willingness, not fear. Even as love increases our obedience, our obedience is likely to increase our love.

John 14:23–24

²³Jesus replied, “Anyone who loves me will obey my teaching. My Father will love them, and we will come to them and make our home with them. ²⁴Anyone who does not love me will not obey my teaching. These words you hear are not my own; they belong to the Father who sent me.”

Isaiah 1:18–19

¹⁸“Come now, let us settle the matter,” says the LORD. “Though your sins are like scarlet, they shall be as white as snow; though they are red as crimson, they shall be like wool. ¹⁹If you are willing and obedient, you will eat the good things of the land.”

Romans 6:16

¹⁶Don’t you know that when you offer yourselves to someone as obedient slaves, you are slaves of the one you obey—whether you are slaves to sin, which leads to death, or to obedience, which leads to righteousness?

ROADMAP 6 ANSWER KEY

Why do I have to go above and beyond?

DAY 1: GOD CALLS US TO BE RIGHTEOUS, REGARDLESS OF OUR CIRCUMSTANCES.

Noah was righteous in the midst of unremitting wickedness. He had no role models, no church and no like-minded friends, yet his integrity remained intact.

Genesis 6:5–9

⁵The LORD saw how great the wickedness of the human race had become on the earth, and that every inclination of the thoughts of the human heart was only evil all the time.

⁶The LORD regretted that he had made human beings on the earth, and his heart was deeply troubled. ⁷So the LORD said, “I will wipe from the face of the earth the human race I have created—and with them the animals, the birds and the creatures that move along the ground—for I regret that I have made them.” ⁸But Noah found favor in the eyes of the LORD.

⁹This is the account of Noah and his family.

Noah was a righteous man, blameless among the people of his time, and he walked faithfully with God.

Psalm 37:37

³⁷Consider the blameless, observe the upright; a future awaits those who seek peace.

DAY 2: GOD CALLS US TO OBEY HIS COMMANDS.

God gave Noah very specific instructions, and Noah was obedient in every particular. Noah must have faced many obstacles, but he persevered in his fear of the Lord.

Genesis 6:11–22

¹¹Now the earth was corrupt in God’s sight and was full of violence. ¹²God saw how corrupt the earth had become, for all the people on earth had corrupted their ways. ¹³So God said to Noah, “I am going to put an end to all people, for the earth is filled with violence because of them. I am surely going to destroy both them and the earth. ¹⁴So make yourself an ark of cypress wood; make rooms in it and coat it with pitch inside and out. ¹⁵This is how you are to build it: The ark is to be three hundred cubits long, fifty cubits wide and thirty cubits high. ¹⁶Make a roof for it, leaving below the roof an opening one cubit high all around. Put a door in the side of the ark and make lower, middle and upper decks. ¹⁷I am going to bring floodwaters on the earth to destroy all life under the heavens, every creature that has the breath of life in it. Everything on earth will perish.

¹⁸But I will establish my covenant with you, and you will enter the ark—you and your sons and your wife and your sons' wives with you. ¹⁹You are to bring into the ark two of all living creatures, male and female, to keep them alive with you. ²⁰Two of every kind of bird, of every kind of animal and of every kind of creature that moves along the ground will come to you to be kept alive. ²¹You are to take every kind of food that is to be eaten and store it away as food for you and for them.”

²²Noah did everything just as God commanded him.

Deuteronomy 5:33

³³Walk in obedience to all that the LORD your God has commanded you, so that you may live and prosper and prolong your days in the land that you will possess.

DAY 3: GOD CALLS US TO BE FAITHFUL.

Five months in a boat on an ocean that covered the whole world! Noah must have feared not only for the safety of himself and his family, but also for their provision once the waters finally receded. Whereas once he had been spiritually alone among the wicked, during the flood he and his family were literally alone in all the world. His faithfulness is an example to us all.

Genesis 7:1–5, 17–23

¹The LORD then said to Noah, “Go into the ark, you and your whole family, because I have found you righteous in this generation. ²Take with you seven pairs of every kind of clean animal, a male and its mate, and one pair of every kind of unclean animal, a male and its mate, ³and also seven pairs of every kind of bird, male and female, to keep their various kinds alive throughout the earth. ⁴Seven days from now I will send rain on the earth for forty days and forty nights, and I will wipe from the face of the earth every living creature I have made.”

⁵And Noah did all that the LORD commanded him.

¹⁷For forty days the flood kept coming on the earth, and as the waters increased they lifted the ark high above the earth. ¹⁸The waters rose and increased greatly on the earth, and the ark floated on the surface of the water. ¹⁹They rose greatly on the earth, and all the high mountains under the entire heavens were covered. ²⁰The waters rose and covered the mountains to a depth of more than fifteen cubits. ²¹Every living thing that moved on land perished—birds, livestock, wild animals, all the creatures that swarm over the earth, and all mankind. ²²Everything on dry land that had the breath of life in its nostrils died. ²³Every living thing on the face of the earth was wiped out; people and animals and the creatures that move along the ground and the birds were wiped from the earth. Only Noah was left, and those with him in the ark.

Hebrews 11:7

⁷By faith Noah, when warned about things not yet seen, in holy fear built an ark to save his family. By his faith he condemned the world and became heir of the righteousness that is in keeping with faith.

DAY 4: GOD CALLS US TO BE PERSISTENT WHEN WE ARE DOING HIS WORK.

Noah had by now been on the ark for about a year. The dove he released was a symbol of peace and hope, which are renewed by faith in spite of the trials of this world.

Genesis 8:1–12

¹But God remembered Noah and all the wild animals and the livestock that were with him in the ark, and he sent a wind over the earth, and the waters receded. ²Now the springs of the deep and the floodgates of the heavens had been closed, and the rain had stopped falling from the sky. ³The water receded steadily from the earth. At the end of the hundred and fifty days the water had gone down, ⁴and on the seventeenth day of the seventh month the ark came to rest on the mountains of Ararat. ⁵The waters continued to recede until the tenth month, and on the first day of the tenth month the tops of the mountains became visible.

⁶After forty days Noah opened a window he had made in the ark ⁷and sent out a raven, and it kept flying back and forth until the water had dried up from the earth. ⁸Then he sent out a dove to see if the water had receded from the surface of the ground. ⁹But the dove could find nowhere to perch because there was water over all the surface of the earth; so it returned to Noah in the ark. He reached out his hand and took the dove and brought it back to himself in the ark. ¹⁰He waited seven more days and again sent out the dove from the ark. ¹¹When the dove returned to him in the evening, there in its beak was a freshly plucked olive leaf! Then Noah knew that the water had receded from the earth. ¹²He waited seven more days and sent the dove out again, but this time it did not return to him.

Hebrews 10:36

³⁶You need to persevere so that when you have done the will of God, you will receive what he has promised.

DAY 5: GOD CALLS US TO PRAISE HIM.

Noah's first act after the flood—indeed, the first act in the newly cleansed world—was the creation of an altar for the worship of God.

Genesis 8:13–20

¹³By the first day of the first month of Noah's six hundred and first year, the water had dried up from the earth. Noah then removed the covering from the ark and saw that the

surface of the ground was dry. ¹⁴By the twenty-seventh day of the second month the earth was completely dry.

¹⁵Then God said to Noah, ¹⁶“Come out of the ark, you and your wife and your sons and their wives. ¹⁷Bring out every kind of living creature that is with you—the birds, the animals, and all the creatures that move along the ground—so they can multiply on the earth and be fruitful and increase in number on it.”

¹⁸So Noah came out, together with his sons and his wife and his sons’ wives. ¹⁹All the animals and all the creatures that move along the ground and all the birds—everything that moves on land—came out of the ark, one kind after another.

²⁰Then Noah built an altar to the LORD and, taking some of all the clean animals and clean birds, he sacrificed burnt offerings on it.

Psalm 43:4

⁴Then I will go to the altar of God, to God, my joy and my delight. I will praise you with the lyre, O God, my God.

DAY 6: GOD CALLS US TO ENJOY HIS BLESSINGS.

Just as God gave dominion of the Garden of Eden to Adam, He granted stewardship of the new earth to Noah. Whereas until this point humans had eaten only plants, God provided animals as a source of food after the flood so that Noah and his family would have abundant provision.

Genesis 9:1–3

¹Then God blessed Noah and his sons, saying to them, “Be fruitful and increase in number and fill the earth. ²The fear and dread of you will fall on all the beasts of the earth, and on all the birds in the sky, on every creature that moves along the ground, and on all the fish in the sea; they are given into your hands. ³Everything that lives and moves about will be food for you. Just as I gave you the green plants, I now give you everything.”

Psalm 128:2

²You will eat the fruit of your labor; blessings and prosperity will be yours.

DAY 7: GOD CALLS US TO TRUST IN HIS PROMISES.

This was the first covenant between God and man. As John Wesley pointed out, the rainbow appears when the clouds are wet, when we have the most fear of the rains prevailing, as a promise from God that they will not.

Genesis 9:8–17

⁸Then God said to Noah and to his sons with him: ⁹“I now establish my covenant with

you and with your descendants after you ¹⁰and with every living creature that was with you—the birds, the livestock and all the wild animals, all those that came out of the ark with you—every living creature on earth. ¹¹I establish my covenant with you: Never again will all life be destroyed by the waters of a flood; never again will there be a flood to destroy the earth. ”

¹²And God said, “This is the sign of the covenant I am making between me and you and every living creature with you, a covenant for all generations to come: ¹³I have set my rainbow in the clouds, and it will be the sign of the covenant between me and the earth. ¹⁴Whenever I bring clouds over the earth and the rainbow appears in the clouds, ¹⁵I will remember my covenant between me and you and all living creatures of every kind. Never again will the waters become a flood to destroy all life. ¹⁶Whenever the rainbow appears in the clouds, I will see it and remember the everlasting covenant between God and all living creatures of every kind on the earth.”

¹⁷So God said to Noah, “This is the sign of the covenant I have established between me and all life on the earth.”

Joshua 21:45

⁴⁵Not one of all the LORD’s good promises to Israel failed; every one was fulfilled.

ROADMAP 7 ANSWER KEY

How does God feel about my job?

DAY 1: GOD HONORS THOSE WHO WORK HARD.

During the famine, Ruth showed humility and industry by gleaning in the fields. Not only did God provide for her by softening Boaz's heart as we see in this passage, but it is because she gleaned in Boaz's field that day that Ruth eventually became an ancestor of Christ!

Ruth 2:1–9

¹Now Naomi had a relative on her husband's side, a man of standing from the clan of Elimelek, whose name was Boaz.

²And Ruth the Moabite said to Naomi, "Let me go to the fields and pick up the leftover grain behind anyone in whose eyes I find favor."

Naomi said to her, "Go ahead, my daughter." ³So she went out, entered a field and began to glean behind the harvesters. As it turned out, she was working in a field belonging to Boaz, who was from the clan of Elimelek.

⁴Just then Boaz arrived from Bethlehem and greeted the harvesters, "The LORD be with you!"

"The LORD bless you!" they answered.

⁵Boaz asked the overseer of his harvesters, "Who does that young woman belong to?"

⁶The overseer replied, "She is the Moabite who came back from Moab with Naomi. ⁷She said, 'Please let me glean and gather among the sheaves behind the harvesters.' She came into the field and has remained here from morning till now, except for a short rest in the shelter."

⁸So Boaz said to Ruth, "My daughter, listen to me. Don't go and glean in another field and don't go away from here. Stay here with the women who work for me. ⁹Watch the field where the men are harvesting, and follow along after the women. I have told the men not to lay a hand on you. And whenever you are thirsty, go and get a drink from the water jars the men have filled."

DAY 2: GOD LOOKS AT OUR HEART, NOT OUR STATUS.

Not only was David a shepherd, he was also the youngest in his family and seemed to be the least favored; after all, he was left out in the fields while the rest of the family pre-

pared to sit down at a feast. Still, God told Samuel to consider the heart of each brother, and thus David was anointed king.

1 Samuel 16:1–12

¹The LORD said to Samuel, “How long will you mourn for Saul, since I have rejected him as king over Israel? Fill your horn with oil and be on your way; I am sending you to Jesse of Bethlehem. I have chosen one of his sons to be king.”

²But Samuel said, “How can I go? If Saul hears about it, he will kill me.”

The LORD said, “Take a heifer with you and say, ‘I have come to sacrifice to the LORD.’
³Invite Jesse to the sacrifice, and I will show you what to do. You are to anoint for me the one I indicate.”

⁴Samuel did what the LORD said. When he arrived at Bethlehem, the elders of the town trembled when they met him. They asked, “Do you come in peace?”

⁵Samuel replied, “Yes, in peace; I have come to sacrifice to the LORD. Consecrate yourselves and come to the sacrifice with me.” Then he consecrated Jesse and his sons and invited them to the sacrifice.

⁶When they arrived, Samuel saw Eliab and thought, “Surely the LORD’s anointed stands here before the LORD.”

⁷But the LORD said to Samuel, “Do not consider his appearance or his height, for I have rejected him. The LORD does not look at the things people look at. People look at the outward appearance, but the LORD looks at the heart.”

⁸Then Jesse called Abinadab and had him pass in front of Samuel. But Samuel said, “The LORD has not chosen this one either.” ⁹Jesse then had Shammah pass by, but Samuel said, “Nor has the LORD chosen this one.” ¹⁰Jesse had seven of his sons pass before Samuel, but Samuel said to him, “The LORD has not chosen these.” ¹¹So he asked Jesse, “Are these all the sons you have?”

“There is still the youngest,” Jesse answered. “He is tending the sheep.”

Samuel said, “Send for him; we will not sit down until he arrives.”

¹²So he sent for him and had him brought in. He was glowing with health and had a fine appearance and handsome features.

Then the LORD said, “Rise and anoint him; this is the one.”

DAY 3: GOD GAVE JESUS A JOB WHILE HE WAS ON EARTH.

Jesus' countrymen thought that they knew everything about him—after all, what great knowledge or skills could a provincial craftsman have? We can speculate that Jesus spent several years as a carpenter, for he did not begin his ministry until he was about thirty years old.

Mark 6:1–3

¹Jesus left there and went to his hometown, accompanied by his disciples. ²When the Sabbath came, he began to teach in the synagogue, and many who heard him were amazed.

“Where did this man get these things?” they asked. “What’s this wisdom that has been given him? What are these remarkable miracles he is performing? ³Isn’t this the carpenter? Isn’t this Mary’s son and the brother of James, Joseph, Judas and Simon? Aren’t his sisters here with us?” And they took offense at him.

DAY 4: GOD CALLS US TO USE OUR WORK FOR CHRIST.

Jesus called Simon Peter and Andrew while they were at work. Although he tells them to leave their profession behind, the words of his call (“I will make you fishers of men”) implied that they would use their experience in Christ’s service.

Matthew 4:18–20

¹⁸As Jesus was walking beside the Sea of Galilee, he saw two brothers, Simon called Peter and his brother Andrew. They were casting a net into the lake, for they were fishermen. ¹⁹“Come, follow me,” Jesus said, “and I will send you out to fish for people.” ²⁰At once they left their nets and followed him.

DAY 5: GOD CALLS US TO WORK HONESTLY.

As a tax collector, Zacchaeus got his wealth by over-charging his fellow Jews. They also hated him because he gave their money to the Romans. Notice that Jesus did not scold Zacchaeus but instead greeted him with joy. It is perhaps this compassionate reception that moved Zacchaeus to pay back four times as much as he had stolen.

Luke 19:1–10

¹Jesus entered Jericho and was passing through. ²A man was there by the name of Zacchaeus; he was a chief tax collector and was wealthy. ³He wanted to see who Jesus was, but because he was short he could not see over the crowd. ⁴So he ran ahead and climbed a sycamore-fig tree to see him, since Jesus was coming that way.

⁵When Jesus reached the spot, he looked up and said to him, “Zacchaeus, come down immediately. I must stay at your house today.” ⁶So he came down at once and welcomed him gladly.

⁷All the people saw this and began to mutter, “He has gone to be the guest of a sinner.”
⁸But Zacchaeus stood up and said to the Lord, “Look, Lord! Here and now I give half of my possessions to the poor, and if I have cheated anybody out of anything, I will pay back four times the amount.”

⁹Jesus said to him, “Today salvation has come to this house, because this man, too, is a son of Abraham. ¹⁰For the Son of Man came to seek and to save the lost.”

DAY 6: GOD CAN USE US IN SPITE OF OUR PROFESSION.

In spite of Rahab’s profession and her foreign birth, she confessed her faith in the Israelite God and became one of His people. Joshua 6:25 says, “She lives among the Israelites to this day.” Rahab is even listed in the genealogy of Jesus in Matthew 1.

Joshua 2:1–16

¹Then Joshua son of Nun secretly sent two spies from Shittim. “Go, look over the land,” he said, “especially Jericho.” So they went and entered the house of a prostitute named Rahab and stayed there.

²The king of Jericho was told, “Look, some of the Israelites have come here tonight to spy out the land.” ³So the king of Jericho sent this message to Rahab: “Bring out the men who came to you and entered your house, because they have come to spy out the whole land.”

⁴But the woman had taken the two men and hidden them. She said, “Yes, the men came to me, but I did not know where they had come from. ⁵At dusk, when it was time to close the city gate, they left. I don’t know which way they went. Go after them quickly. You may catch up with them.” ⁶(But she had taken them up to the roof and hidden them under the stalks of flax she had laid out on the roof.) ⁷So the men set out in pursuit of the spies on the road that leads to the fords of the Jordan, and as soon as the pursuers had gone out, the gate was shut.

⁸Before the spies lay down for the night, she went up on the roof ⁹and said to them, “I know that the LORD has given you this land and that a great fear of you has fallen on us, so that all who live in this country are melting in fear because of you. ¹⁰We have heard how the LORD dried up the water of the Red Sea for you when you came out of Egypt, and what you did to Sihon and Og, the two kings of the Amorites east of the Jordan, whom you completely destroyed. ¹¹When we heard of it, our hearts melted in fear and everyone’s courage failed because of you, for the LORD your God is God in heaven above and on the earth below.

¹²“Now then, please swear to me by the LORD that you will show kindness to my family, because I have shown kindness to you. Give me a sure sign ¹³that you will spare the lives of my father and mother, my brothers and sisters, and all who belong to them—and that you will save us from death.”

¹⁴“Our lives for your lives!” the men assured her. “If you don’t tell what we are doing, we will treat you kindly and faithfully when the LORD gives us the land.”

¹⁵So she let them down by a rope through the window, for the house she lived in was part of the city wall. ¹⁶She said to them, “Go to the hills so the pursuers will not find you. Hide yourselves there three days until they return, and then go on your way.”

DAY 7: GOD CALLS US TO WORK TO ADVANCE HIS KINGDOM.

Slaves in the Roman Empire would have understood the responsibilities that went along with being entrusted with large sums of money. Jesus warns us against failing to contribute anything to His kingdom (whether out of fear or laziness), especially when we have been given great gifts.

Matthew 25:14–30

¹⁴“Again, it will be like a man going on a journey, who called his servants and entrusted his wealth to them. ¹⁵To one he gave five bags of gold, to another two bags, and to another one bag, each according to his ability. Then he went on his journey. ¹⁶The man who had received five bags of gold went at once and put his money to work and gained five bags more. ¹⁷So also, the one with two bags of gold gained two more. ¹⁸But the man who had received one bag went off, dug a hole in the ground and hid his master’s money.

¹⁹“After a long time the master of those servants returned and settled accounts with them. ²⁰The man who had received five bags of gold brought the other five. ‘Master,’ he said, ‘you entrusted me with five bags of gold. See, I have gained five more.’

²¹“His master replied, ‘Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master’s happiness!’

²²“The man with two bags of gold also came. ‘Master,’ he said, ‘you entrusted me with two bags of gold; see, I have gained two more.’

²³“His master replied, ‘Well done, good and faithful servant! You have been faithful with a few things; I will put you in charge of many things. Come and share your master’s happiness!’

²⁴“Then the man who had received one bag of gold came. ‘Master,’ he said, ‘I knew that you are a hard man, harvesting where you have not sown and gathering where you have not scattered seed. ²⁵So I was afraid and went out and hid your gold in the ground. See, here is what belongs to you.’

²⁶“His master replied, ‘You wicked, lazy servant! So you knew that I harvest where I have not sown and gather where I have not scattered seed? ²⁷Well then, you should

have put my money on deposit with the bankers, so that when I returned I would have received it back with interest.

²⁸“So take the bag of gold from him and give it to the one who has ten bags. ²⁹For whoever has will be given more, and they will have an abundance. Whoever does not have, even what they have will be taken from them. ³⁰And throw that worthless servant outside, into the darkness, where there will be weeping and gnashing of teeth.”

ROADMAP 8 ANSWER KEY

What if I'm stuck here?

DAY 1: JOB TEACHES US TO BE BLAMELESS.

Job had every earthly comfort, but he didn't forget to honor God as the source of his happiness. He even performed sacrifices on behalf of his children, in case they had sinned in their hearts.

Job 1:1–8

¹In the land of Uz there lived a man whose name was Job. This man was blameless and upright; he feared God and shunned evil. ²He had seven sons and three daughters, ³and he owned seven thousand sheep, three thousand camels, five hundred yoke of oxen and five hundred donkeys, and had a large number of servants. He was the greatest man among all the people of the East.

⁴His sons used to hold feasts in their homes on their birthdays, and they would invite their three sisters to eat and drink with them. ⁵When a period of feasting had run its course, Job would make arrangements for them to be purified. Early in the morning he would sacrifice a burnt offering for each of them, thinking, "Perhaps my children have sinned and cursed God in their hearts." This was Job's regular custom.

⁶One day the angels came to present themselves before the LORD, and Satan also came with them. ⁷The LORD said to Satan, "Where have you come from?"

Satan answered the LORD, "From roaming throughout the earth, going back and forth on it."

⁸Then the LORD said to Satan, "Have you considered my servant Job? There is no one on earth like him; he is blameless and upright, a man who fears God and shuns evil."

Deuteronomy 18:13

¹³You must be blameless before the LORD your God.

DAY 2: JOB TEACHES US TO HAVE FAITH IN GOD'S PLAN.

Though Job experienced calamity after calamity, he not only refused to accuse God, he even worshiped God, falling on his knees and saying, "May the name of the LORD be praised" (Job 1:21).

Job 1:9–22

⁹"Does Job fear God for nothing?" Satan replied. ¹⁰"Have you not put a hedge around him and his household and everything he has? You have blessed the work of his hands,

so that his flocks and herds are spread throughout the land. ¹¹But now stretch out your hand and strike everything he has, and he will surely curse you to your face.”

¹²The LORD said to Satan, “Very well, then, everything he has is in your power, but on the man himself do not lay a finger.”

Then Satan went out from the presence of the LORD.

¹³One day when Job’s sons and daughters were feasting and drinking wine at the oldest brother’s house, ¹⁴a messenger came to Job and said, “The oxen were plowing and the donkeys were grazing nearby, ¹⁵and the Sabeans attacked and made off with them. They put the servants to the sword, and I am the only one who has escaped to tell you!”

¹⁶While he was still speaking, another messenger came and said, “The fire of God fell from the heavens and burned up the sheep and the servants, and I am the only one who has escaped to tell you!”

¹⁷While he was still speaking, another messenger came and said, “The Chaldeans formed three raiding parties and swept down on your camels and made off with them. They put the servants to the sword, and I am the only one who has escaped to tell you!”

¹⁸While he was still speaking, yet another messenger came and said, “Your sons and daughters were feasting and drinking wine at the oldest brother’s house, ¹⁹when suddenly a mighty wind swept in from the desert and struck the four corners of the house. It collapsed on them and they are dead, and I am the only one who has escaped to tell you!”

²⁰At this, Job got up and tore his robe and shaved his head. Then he fell to the ground in worship ²¹and said: “Naked I came from my mother’s womb, and naked I will depart. The LORD gave and the LORD has taken away; may the name of the LORD be praised.”

²²In all this, Job did not sin by charging God with wrongdoing.

Romans 8:28

²⁸And we know that in all things God works for the good of those who love him, who have been called according to his purpose.

DAY 3: JOB TEACHES US TO ACCEPT GOD’S ACTS AND SOVEREIGNTY.

After losing his livestock, servants and children, Job became so ill that he couldn’t sleep at night. Even his wife mocked him, encouraging him to acknowledge that God had forsaken him. But Job maintained that it is God’s right to give and take away as He chooses.

Job 2:3–10

³Then the LORD said to Satan, “Have you considered my servant Job? There is no one on earth like him; he is blameless and upright, a man who fears God and shuns evil. And he still maintains his integrity, though you incited me against him to ruin him without any reason.”

⁴“Skin for skin!” Satan replied. “A man will give all he has for his own life. ⁵But now stretch out your hand and strike his flesh and bones, and he will surely curse you to your face.”

⁶The LORD said to Satan, “Very well, then, he is in your hands; but you must spare his life.”

⁷So Satan went out from the presence of the LORD and afflicted Job with painful sores from the soles of his feet to the crown of his head. ⁸Then Job took a piece of broken pottery and scraped himself with it as he sat among the ashes.

⁹His wife said to him, “Are you still maintaining your integrity? Curse God and die!”

¹⁰He replied, “You are talking like a foolish woman. Shall we accept good from God, and not trouble?”

1 Samuel 2:7–8

⁷The LORD sends poverty and wealth; he humbles and he exalts. ⁸He raises the poor from the dust and lifts the needy from the ash heap; he seats them with princes and has them inherit a throne of honor. “For the foundations of the earth are the LORD’s; on them he has set the world.”

DAY 4: JOB TEACHES US TO TURN TO GOD IN OUR SUFFERING.

It may surprise some people to learn that Job asked God to end his life so that he wouldn’t have to suffer anymore. Job was honest with God about his afflictions, but he refused to curse or accuse the Lord.

Job 6:8–13

⁸“Oh, that I might have my request, that God would grant what I hope for, ⁹that God would be willing to crush me, to let loose his hand and cut off my life! ¹⁰Then I would still have this consolation—my joy in unrelenting pain—that I had not denied the words of the Holy One.

¹¹“What strength do I have, that I should still hope? What prospects, that I should be patient? ¹²Do I have the strength of stone? Is my flesh bronze? ¹³Do I have any power to help myself, now that success has been driven from me?”

Philippians 4:16

¹⁶Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.

DAY 5: JOB TEACHES US TO ACKNOWLEDGE THAT GOD IS THE LORD OVER ALL THE WORLD AND OVER US.

Because of Job's honesty and faithfulness, God spoke to him personally! The Lord reminded Job that He alone has sovereignty over the world, history and our lives. Just as we don't understand the extent of the universe, we can't always understand the work of God in our lives.

Job 38:1–11

¹Then the LORD spoke to Job out of the storm. He said: ²"Who is this that obscures my plans with words without knowledge? ³Brace yourself like a man; I will question you, and you shall answer me. ⁴"Where were you when I laid the earth's foundation? Tell me, if you understand. ⁵Who marked off its dimensions? Surely you know! Who stretched a measuring line across it? ⁶On what were its footings set, or who laid its cornerstone—⁷while the morning stars sang together and all the angels shouted for joy?

⁸"Who shut up the sea behind doors when it burst forth from the womb, ⁹when I made the clouds its garment and wrapped it in thick darkness, ¹⁰when I fixed limits for it and set its doors and bars in place, ¹¹when I said, 'This far you may come and no farther; here is where your proud waves halt'?"

Nehemiah 9:6

⁶"You alone are the LORD. You made the heavens, even the highest heavens, and all their starry host, the earth and all that is on it, the seas and all that is in them. You give life to everything, and the multitudes of heaven worship you."

DAY 6: JOB TEACHES US TO HUMBLY ACCEPT THE WILL OF GOD, EVEN WHEN WE DO NOT UNDERSTAND IT.

Job responded to God's declaration with humility and repentance. Only then was he ready to be restored.

Job 42:1–6

¹Then Job replied to the LORD: ²"I know that you can do all things; no purpose of yours can be thwarted. ³You asked, 'Who is this that obscures my plans without knowledge?' Surely I spoke of things I did not understand, things too wonderful for me to know.

⁴"You said, 'Listen now, and I will speak; I will question you, and you shall answer me.'

⁵My ears had heard of you but now my eyes have seen you. ⁶Therefore I despise myself and repent in dust and ashes."

Micah 4:12

¹²But they do not know the thoughts of the LORD; they do not understand his plan, that he has gathered them like sheaves to the threshing floor.

DAY 7: JOB TEACHES US TO WAIT FOR GOD'S BLESSINGS.

The Bible says that the Lord blessed Job's latter days even more than his former. All that he lost was restored. And let us not forget what was perhaps the greatest blessing—Job saw God with his own eyes (Job 42:5).

Job 42:10–17

¹⁰After Job had prayed for his friends, the LORD restored his fortunes and gave him twice as much as he had before. ¹¹All his brothers and sisters and everyone who had known him before came and ate with him in his house. They comforted and consoled him over all the trouble the LORD had brought on him, and each one gave him a piece of silver and a gold ring.

¹²The LORD blessed the latter part of Job's life more than the former part. He had fourteen thousand sheep, six thousand camels, a thousand yoke of oxen and a thousand donkeys. ¹³And he also had seven sons and three daughters. ¹⁴The first daughter he named Jemimah, the second Keziah and the third Keren-Happuch. ¹⁵Nowhere in all the land were there found women as beautiful as Job's daughters, and their father granted them an inheritance along with their brothers.

¹⁶After this, Job lived a hundred and forty years; he saw his children and their children to the fourth generation. ¹⁷And so Job died, an old man and full of years.

Psalm 104:27

²⁷All creatures look to you to give them their food at the proper time.

ROADMAP 9 ANSWER KEY

What does a biblical change agent look like?

DAY 1: NEHEMIAH PRAYED TO GOD FIRST.

Nehemiah was genuinely grieved by the destruction of his city. He wept, mourned, fasted and prayed before taking action.

Nehemiah 1:1–7

¹The words of Nehemiah son of Hakaliah:

In the month of Kislev in the twentieth year, while I was in the citadel of Susa, ²Hanani, one of my brothers, came from Judah with some other men, and I questioned them about the Jewish remnant that had survived the exile, and also about Jerusalem.

³They said to me, “Those who survived the exile and are back in the province are in great trouble and disgrace. The wall of Jerusalem is broken down, and its gates have been burned with fire.”

⁴When I heard these things, I sat down and wept. For some days I mourned and fasted and prayed before the God of heaven. ⁵Then I said: “LORD, the God of heaven, the great and awesome God, who keeps his covenant of love with those who love him and keep his commandments, ⁶let your ear be attentive and your eyes open to hear the prayer your servant is praying before you day and night for your servants, the people of Israel. I confess the sins we Israelites, including myself and my father’s family, have committed against you. ⁷We have acted very wickedly toward you. We have not obeyed the commands, decrees and laws you gave your servant Moses.

Nehemiah 1:11

¹¹“Lord, let your ear be attentive to the prayer of this your servant and to the prayer of your servants who delight in revering your name. Give your servant success today by granting him favor in the presence of this man.”

I was cupbearer to the king.

Ephesians 6:18

¹⁸And 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.

DAY 2: NEHEMIAH SHOWED GREAT COURAGE.

The position of cupbearer was one of great trust and authority. To ask to leave the king’s side could have been seen as an act of betrayal. Yet Nehemiah had the courage to ask not only for permission to leave, but also for supplies to rebuild the wall.

Nehemiah 2:1–9

¹In the month of Nisan in the twentieth year of King Artaxerxes, when wine was brought for him, I took the wine and gave it to the king. I had not been sad in his presence before, ²so the king asked me, “Why does your face look so sad when you are not ill? This can be nothing but sadness of heart.”

I was very much afraid, ³but I said to the king, “May the king live forever! Why should my face not look sad when the city where my ancestors are buried lies in ruins, and its gates have been destroyed by fire? ”

⁴The king said to me, “What is it you want?”

Then I prayed to the God of heaven, ⁵and I answered the king, “If it pleases the king and if your servant has found favor in his sight, let him send me to the city in Judah where my ancestors are buried so that I can rebuild it.”

⁶Then the king, with the queen sitting beside him, asked me, “How long will your journey take, and when will you get back?” It pleased the king to send me; so I set a time.

⁷I also said to him, “If it pleases the king, may I have letters to the governors of Trans-Euphrates, so that they will provide me safe-conduct until I arrive in Judah? ⁸And may I have a letter to Asaph, keeper of the royal park, so he will give me timber to make beams for the gates of the citadel by the temple and for the city wall and for the residence I will occupy?” And because the gracious hand of my God was on me, the king granted my requests. ⁹So I went to the governors of Trans-Euphrates and gave them the king’s letters. The king had also sent army officers and cavalry with me.

1 Chronicles 28:20

²⁰David also said to Solomon his son, “Be strong and courageous, and do the work. Do not be afraid or discouraged, for the LORD God, my God, is with you. He will not fail you or forsake you until all the work for the service of the temple of the LORD is finished.”

DAY 3: NEHEMIAH PERSEVERED EVEN IN THE FACE OF PHYSICAL DANGER.

Nehemiah faced opposition from powerful enemies who planned to attack the Israelites. The Israelites had to work with supplies in one hand and weapons in the other, but the Lord was on their side.

Nehemiah 2:17–18

¹⁷Then I said to them, “You see the trouble we are in: Jerusalem lies in ruins, and its gates have been burned with fire. Come, let us rebuild the wall of Jerusalem, and we will no longer be in disgrace.” ¹⁸I also told them about the gracious hand of my God on me and what the king had said to me.

They replied, “Let us start rebuilding.” So they began this good work.

Nehemiah 4:1–9

¹When Sanballat heard that we were rebuilding the wall, he became angry and was greatly incensed. He ridiculed the Jews, ²and in the presence of his associates and the army of Samaria, he said, “What are those feeble Jews doing? Will they restore their wall? Will they offer sacrifices? Will they finish in a day? Can they bring the stones back to life from those heaps of rubble—burned as they are?”

³Tobiah the Ammonite, who was at his side, said, “What they are building—even a fox climbing up on it would break down their wall of stones!”

⁴Hear us, our God, for we are despised. Turn their insults back on their own heads. Give them over as plunder in a land of captivity. ⁵Do not cover up their guilt or blot out their sins from your sight, for they have thrown insults in the face of the builders.

⁶So we rebuilt the wall till all of it reached half its height, for the people worked with all their heart.

⁷But when Sanballat, Tobiah, the Arabs, the Ammonites and the people of Ashdod heard that the repairs to Jerusalem’s walls had gone ahead and that the gaps were being closed, they were very angry. ⁸They all plotted together to come and fight against Jerusalem and stir up trouble against it. ⁹But we prayed to our God and posted a guard day and night to meet this threat.

Hebrews 10:36

³⁶You need to persevere so that when you have done the will of God, you will receive what he has promised.

DAY 4: NEHEMIAH REMEMBERED THOSE WHO WERE SUFFERING.

Nehemiah did not get so wrapped up in his mission that he forgot the poor and the suffering. The previous rulers had been unjust and corrupt, but Nehemiah forced the moneylenders to restore all of the money and property that they had taken.

Nehemiah 5:1–12

¹Now the men and their wives raised a great outcry against their fellow Jews. ²Some were saying, “We and our sons and daughters are numerous; in order for us to eat and stay alive, we must get grain.”

³Others were saying, “We are mortgaging our fields, our vineyards and our homes to get grain during the famine.”

⁴Still others were saying, “We have had to borrow money to pay the king’s tax on our fields and vineyards. ⁵Although we are of the same flesh and blood as our fellow Jews

and though our children are as good as theirs, yet we have to subject our sons and daughters to slavery. Some of our daughters have already been enslaved, but we are powerless, because our fields and our vineyards belong to others.”

⁶When I heard their outcry and these charges, I was very angry. ⁷I pondered them in my mind and then accused the nobles and officials. I told them, “You are charging your own people interest!” So I called together a large meeting to deal with them ⁸and said: “As far as possible, we have bought back our fellow Jews who were sold to the Gentiles. Now you are selling your own people, only for them to be sold back to us!” They kept quiet, because they could find nothing to say.

⁹So I continued, “What you are doing is not right. Shouldn’t you walk in the fear of our God to avoid the reproach of our Gentile enemies? ¹⁰I and my brothers and my men are also lending the people money and grain. But let us stop charging interest! ¹¹Give back to them immediately their fields, vineyards, olive groves and houses, and also the interest you are charging them—one percent of the money, grain, new wine and olive oil.”

¹²“We will give it back,” they said. “And we will not demand anything more from them. We will do as you say.” Then I summoned the priests and made the nobles and officials take an oath to do what they had promised.

Galatians 2:10

¹⁰All they asked was that we should continue to remember the poor, the very thing I had been eager to do all along.

DAY 5: NEHEMIAH TRUSTED IN GOD DESPITE HIS ENEMIES’ LIES.

Nehemiah faced dangerous slanderers, but he hardly seemed to notice. He had faith that God would strengthen him so that he could continue his work.

Nehemiah 6:1–8

¹When word came to Sanballat, Tobiah, Geshem the Arab and the rest of our enemies that I had rebuilt the wall and not a gap was left in it—though up to that time I had not set the doors in the gates— ²Sanballat and Geshem sent me this message: “Come, let us meet together in one of the villages on the plain of Ono.”

But they were scheming to harm me; ³so I sent messengers to them with this reply: “I am carrying on a great project and cannot go down. Why should the work stop while I leave it and go down to you?” ⁴Four times they sent me the same message, and each time I gave them the same answer.

⁵Then, the fifth time, Sanballat sent his aide to me with the same message, and in his hand was an unsealed letter ⁶in which was written:

“It is reported among the nations—and Geshem says it is true—that you and the Jews are plotting to revolt, and therefore you are building the wall. Moreover, according to

these reports you are about to become their king ⁷and have even appointed prophets to make this proclamation about you in Jerusalem: ‘There is a king in Judah!’ Now this report will get back to the king; so come, let us meet together.”

⁸I sent him this reply: “Nothing like what you are saying is happening; you are just making it up out of your head.”

Nehemiah 6:15–16

¹⁵So the wall was completed on the twenty-fifth of Elul, in fifty-two days. ¹⁶When all our enemies heard about this, all the surrounding nations were afraid and lost their self-confidence, because they realized that this work had been done with the help of our God.

Psalm 54:4–5

⁴Surely God is my help; the Lord is the one who sustains me. ⁵Let evil recoil on those who slander me; in your faithfulness destroy them.

DAY 6: NEHEMIAH LOVED THE WORD OF THE LORD.

Nehemiah understood that hearing the Word of the Lord was linked with the restoration and reformation of the Israelites. In Nehemiah 8:8–10 (not assigned), we find that Nehemiah told the Israelites to celebrate instead of weeping, because he understood that God would also be rejoicing at His people’s return.

Nehemiah 8:1–3

¹All the people came together as one in the square before the Water Gate. They told Ezra the teacher of the Law to bring out the Book of the Law of Moses, which the LORD had commanded for Israel.

²So on the first day of the seventh month Ezra the priest brought the Law before the assembly, which was made up of men and women and all who were able to understand.

³He read it aloud from daybreak till noon as he faced the square before the Water Gate in the presence of the men, women and others who could understand. And all the people listened attentively to the Book of the Law.

Nehemiah 8:18

¹⁸Day after day, from the first day to the last, Ezra read from the Book of the Law of God. They celebrated the festival for seven days, and on the eighth day, in accordance with the regulation, there was an assembly.

Joshua 1:8

⁸Keep this Book of the Law always on your lips; meditate on it day and night, so that you may be careful to do everything written in it. Then you will be prosperous and successful.

DAY 7: NEHEMIAH RECOGNIZED THE NEED TO BE VIGILANT ABOUT SIN.

Nehemiah returned after twelve years to find most of the people backsliding. Many of the reforms Nehemiah had instituted were being neglected, and Nehemiah energetically set out to repair the Israelites' customs yet again. This episode speaks to the constant need for renewal and grace in our lives.

Nehemiah 13:6–13

⁶But while all this was going on, I was not in Jerusalem, for in the thirty-second year of Artaxerxes king of Babylon I had returned to the king. Some time later I asked his permission ⁷and came back to Jerusalem. Here I learned about the evil thing Eliashib had done in providing Tobiah a room in the courts of the house of God. ⁸I was greatly displeased and threw all Tobiah's household goods out of the room. ⁹I gave orders to purify the rooms, and then I put back into them the equipment of the house of God, with the grain offerings and the incense.

¹⁰I also learned that the portions assigned to the Levites had not been given to them, and that all the Levites and musicians responsible for the service had gone back to their own fields. ¹¹So I rebuked the officials and asked them, "Why is the house of God neglected?" Then I called them together and stationed them at their posts.

¹²All Judah brought the tithes of grain, new wine and olive oil into the storerooms. ¹³I put Shelemiah the priest, Zadok the scribe, and a Levite named Pedaiah in charge of the storerooms and made Hanan son of Zakkur, the son of Mattaniah, their assistant, because they were considered trustworthy. They were made responsible for distributing the supplies to their fellow Levites.

1 Timothy 4:16

¹⁶Watch your life and doctrine closely. Persevere in them, because if you do, you will save both yourself and your hearers.

ROADMAP 10 ANSWER KEY

What if I can't find a mentor?

DAY 1: THE HOLY SPIRIT IS ONE PERSON OF THE TRINITY.

The Trinity consists of three distinct Persons (God the Father, God the Son and God the Spirit) who coexist as one being. They have equal authority and share a single divine nature.

Matthew 28:19

¹⁹“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit . . .”

2 Corinthians 13:14

¹⁴May the grace of the Lord Jesus Christ, and the love of God, and the fellowship of the Holy Spirit be with you all.

Ephesians 4:4–6

⁴There is one body and one Spirit, just as you were called to one hope when you were called; ⁵one Lord, one faith, one baptism; ⁶one God and Father of all, who is over all and through all and in all.

DAY 2: THE HOLY SPIRIT IS PRESENT IN OUR BAPTISM.

Christians are baptized in the name of the Father, Son and Holy Spirit. The Holy Spirit was present even at Jesus' baptism, in the form of a dove.

Matthew 3:16

¹⁶As soon as Jesus was baptized, he went up out of the water. At that moment heaven was opened, and he saw the Spirit of God descending like a dove and alighting on him.

Mark 1:4–8

⁴And so John the Baptist appeared in the wilderness, preaching a baptism of repentance for the forgiveness of sins. ⁵The whole Judean countryside and all the people of Jerusalem went out to him. Confessing their sins, they were baptized by him in the Jordan River. ⁶John wore clothing made of camel's hair, with a leather belt around his waist, and he ate locusts and wild honey. ⁷And this was his message: “After me comes the one more powerful than I, the straps of whose sandals I am not worthy to stoop down and untie. ⁸I baptize you with water, but he will baptize you with the Holy Spirit.”

Acts 2:38

³⁸Peter replied, “Repent and be baptized, every one of you, in the name of Jesus Christ for the forgiveness of your sins. And you will receive the gift of the Holy Spirit.”

DAY 3: THE HOLY SPIRIT IS SENT BY CHRIST TO ALL CHRISTIANS.

The Holy Spirit is sent from God by Christ to help us lead Christian lives. He teaches us, guides us and intercedes for us.

John 14:26

²⁶“But the Advocate, the Holy Spirit, whom the Father will send in my name, will teach you all things and will remind you of everything I have said to you.”

John 15:26

²⁶“When the Advocate comes, whom I will send to you from the Father—the Spirit of truth who goes out from the Father—he will testify about me.”

John 20:21–22

²¹Again Jesus said, “Peace be with you! As the Father has sent me, I am sending you.”

²²And with that he breathed on them and said, “Receive the Holy Spirit.”

DAY 4: THE HOLY SPIRIT PROCLAIMS THAT WE ARE GOD’S CHILDREN.

The Bible says that the Holy Spirit reminds Christians that they are members of the family of faith and that they will be with their heavenly Father someday.

Romans 8:14–15

¹⁴For those who are led by the Spirit of God are the children of God. ¹⁵The Spirit you received does not make you slaves, so that you live in fear again; rather, the Spirit you received brought about your adoption to sonship. And by him we cry, “*Abba*, Father.”

Galatians 4:4–7

⁴But when the set time had fully come, God sent his Son, born of a woman, born under the law, ⁵to redeem those under the law, that we might receive adoption to sonship. ⁶Because you are his sons, God sent the Spirit of his Son into our hearts, the Spirit who calls out, “*Abba*, Father.” ⁷So you are no longer a slave, but God’s child; and since you are his child, God has made you also an heir.

Ephesians 1:13–14

¹³And you also were included in Christ when you heard the message of truth, the gospel of your salvation. When you believed, you were marked in him with a seal, the promised Holy Spirit, ¹⁴who is a deposit guaranteeing our inheritance until the redemption of those who are God’s possession—to the praise of his glory.

DAY 5: THE HOLY SPIRIT TEACHES US.

The Holy Spirit teaches us and reminds us of those truths that we are given by Christ.

He also helps us to interpret the Scriptures. Furthermore, the Holy Spirit can enable us to articulate those truths to others when we might not otherwise know what to say.

Luke 12:12

¹²“ . . . for the Holy Spirit will teach you at that time what you should say.”

John 16:7–11

⁷“But very truly I tell you, it is for your good that I am going away. Unless I go away, the Advocate will not come to you; but if I go, I will send him to you. ⁸When he comes, he will prove the world to be in the wrong about sin and righteousness and judgment: ⁹about sin, because people do not believe in me; ¹⁰about righteousness, because I am going to the Father, where you can see me no longer; ¹¹and about judgment, because the prince of this world now stands condemned.”

John 16:13

¹³“But when he, the Spirit of truth, comes, he will guide you into all the truth. He will not speak on his own; he will speak only what he hears, and he will tell you what is yet to come.”

DAY 6: THE HOLY SPIRIT GIVES US COMMANDS FROM GOD.

The Holy Spirit gave very specific instructions to Christians in the New Testament, especially in the book of Acts. We experience this ourselves whenever we feel led to pray for someone we haven't seen for a while, feel spontaneously compelled to give money to the poor, etc.

Acts 8:26–29

²⁶Now an angel of the Lord said to Philip, “Go south to the road—the desert road—that goes down from Jerusalem to Gaza.” ²⁷So he started out, and on his way he met an Ethiopian eunuch, an important official in charge of all the treasury of the Kandake (which means “queen of the Ethiopians”). This man had gone to Jerusalem to worship, ²⁸and on his way home was sitting in his chariot reading the Book of Isaiah the prophet. ²⁹The Spirit told Philip, “Go to that chariot and stay near it.”

Acts 11:11–12

¹¹“Right then three men who had been sent to me from Caesarea stopped at the house where I was staying. ¹²The Spirit told me to have no hesitation about going with them. These six brothers also went with me, and we entered the man's house.”

Acts 13:1–3

¹Now in the church at Antioch there were prophets and teachers: Barnabas, Simeon called Niger, Lucius of Cyrene, Manaen (who had been brought up with Herod the tetrarch) and Saul. ²While they were worshiping the Lord and fasting, the Holy Spirit said, “Set apart for me Barnabas and Saul for the work to which I have called them.” ³So after they had fasted and prayed, they placed their hands on them and sent them off.

DAY 7: THE HOLY SPIRIT HELPS US TO LIVE GODLY LIVES.

God does not leave us to fend for ourselves, striving blindly to please Him. He gives us the Holy Spirit to intercede for us when we pray, strengthen us in our weakness and produce the fruits of righteousness in our lives.

Romans 8:26–27

²⁶In the same way, the Spirit helps us in our weakness. We do not know what we ought to pray for, but the Spirit himself intercedes for us through wordless groans. ²⁷And he who searches our hearts knows the mind of the Spirit, because the Spirit intercedes for God's people in accordance with the will of God.

Ephesians 3:16

¹⁶I pray that out of his glorious riches he may strengthen you with power through his Spirit in your inner being.

Galatians 5:22–23

²²But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, ²³gentleness and self-control. Against such things there is no law.

