

# Patterns of Work Success

The Eternal Value of Work—part 3

November 3, 2019

There work patterns undermine our career. By contrast other work patterns create an environment for success and advancement.

## **DAY 1: We are employees of Christ.**

*Ephesians 6:6 Obey them not only to win their favor when their eye is on you, but like slaves of Christ, doing the will of God from your heart.*

<sup>7</sup> *Serve wholeheartedly, as if you were serving the Lord, not men,*

<sup>8</sup> *because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free.*

1. When our motivation for work depends on our human boss, we set ourselves up to be demotivated. No matter how great the boss might be, there will always be some level of disappointment.
2. But what would happen if our motivation for work was based on a perfect “Boss?”
3. Re-write verse seven in your own words:
4. When our work motivation is adversely affected by the boss or even by our own shoddy performance, the temptation is to work *half-heartedly*, to do “just enough to get by.”
5. But read verse seven again. How would you describe someone who works “wholeheartedly?”
6. To what extent is your work attitude and performance determined by having Jesus as your “Boss?” If it is low, how would this concept help your motivation and performance?
7. To what extent do you work “wholeheartedly?” What could you do to improve this?

## **DAY 2: Intrinsic motivation.**

1. Extrinsic motivation is motivation that depends on something or someone *outside* ourselves.
2. Intrinsic motivation is motivation that depends on something or someone *inside* ourselves.
3. What are some examples of extrinsic motivation?
4. What are some examples of intrinsic motivation?

*Colossians 3:22 Slaves, obey your earthly masters in everything; and do it, not only when their eye is on you and to win their favor, but with sincerity of heart and reverence for the Lord.*

<sup>23</sup> *Whatever you do, work at it with all your heart, as working for the Lord, not for men,*

<sup>24</sup> *since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.*

5. From these verses, list what Paul says can be extrinsic or intrinsic motivation:

a. Extrinsic motivation:

b. Intrinsic motivation:

6. Working for the Lord is working for the perfect “Boss.” In what ways can these truths change your work patterns and motivation?

7. What is your biggest takeaway from today’s devotional?

### **DAY 3: Energetic. Hard work. Diligence.**

1. The first two days we've looked at our work motivation. Today, we'll look at another pattern of work success: diligence and effort.

*Proverbs 12:14 From the fruit of his lips a man is filled with good things as surely as the work of his hands rewards him.*

2. Real work comes from “the work of his hands.” What results from “the work of his hands?”

3. The idea behind this phrase is to be “energetic.” Why is being energetic work important?

a. To your boss?

b. To yourself?

c. To the company?

*Ecclesiastes 9:10 Whatever your hand finds to do, do it with all your might, for in the grave, where you are going, there is neither working nor planning nor knowledge nor wisdom.*

### **Hard work. Labor.**

*Proverbs 14:23 (RSV) In all toil there is profit, but mere talk tends only to want.*

*Proverbs 14:23 All hard work brings a profit, but mere talk leads only to poverty.*

**Diligent:** the Hebrew word is “Charuwts.” It means to be Incisive; determined; “sharp-pointed”.

*Proverbs 13:4 The sluggard craves and gets nothing, but the desires of the diligent are fully satisfied.*

4. To be diligent is to persevere, to be steady, earnest and put in serious effort.

5. What strikes you from today's devotional?

#### **DAY 4: Gracious speech.**

*Proverbs 12:14 From the fruit of his lips a man is filled with good things as surely as the work of his hands rewards him.*

1. Work is more than getting the work done.
2. An often overlooked work practice is the relationship you build with your boss, fellow employees and those who work for you.
3. There are speech patterns we have learned that inadvertently torpedo positive work relationships. Underneath each verse, jot down the bad speech pattern.

*Proverbs 13:13 He who scorns instruction will pay for it, but he who respects a command is rewarded.*

*Proverbs 15:1 A gentle answer turns away wrath, but a harsh word stirs up anger.*

*Proverbs 20:3 It is to one's honor to avoid strife, but every fool is quick to quarrel.*

*Proverbs 12:16 Fools show their annoyance at once, but the prudent overlook an insult.*

*James 1:19-20 My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry, because human anger does not produce the righteousness that God desires.*

4. Common ways we torpedo ourselves by our words:
  - a. To get what I want at the expense of someone else by lying, threatening or flattery.
  - b. To seek to impress others by praising myself, boasting about big plans, hasty promises, etc.
  - c. Cut down the competition by slander, lies or creating dissension by gossip.
  - d. To assume the use of sarcasm at someone else's expense is "funny."
5. What strikes you most from today's devotional? Is there a pattern of relating that needs to stop?

## **DAY 5: Create good will. Build trust.**

*Proverbs 11:27 He who seeks good finds goodwill, but evil comes to him who searches for it.*

1. Being successful at work is more than just “producing the goods.” It’s also about producing successful relationships.
2. Long-term success depends on the character and trust you build with the people at work.
3. Good will and trust doesn’t just “happen.” It must be built. It is like money. It doesn’t matter how much you think you have in the bank. What matters is how much the bank thinks you have in the bank. Trust is the same way.
4. Good will is something that is demonstrated, and repeated, over and over and over. Good will produces trust. Your boss learns he can trust you. Your co-workers learn they can trust you. Those who work for you learn they can trust you.
5. Good will is created when you are acting not just in your own best interest but also in the best interests of the company, your boss, your fellow employees and those who work for you.
6. Good will is demonstrated by the way you live, your decisions, your words, and your attitudes. How is someone’s good will seen in their:
  - a. Attitudes?
  - b. Words?
  - c. Decisions?
7. If you are proficient at the tasks of work but continue to run into “people-problems,” you may need to talk to a few trusted friends and ask for some honest feedback. It’s possible you are not creating good will while assuming you are.
8. What strikes you most from today’s devotional?