

# Go to Work and Take Your Faith Too!

*Leader's Guide*

*by*

*Ross West*

This *Leader's Guide* provides suggestions for guiding a group study of *Go to Work and Take Your Faith Too!* by Ross West. The book is available from Smyth & Helwys Publishing, Inc., by calling **1-800-568-1248** or by visiting our on-line bookstore at **[www.helwys.com/online.html](http://www.helwys.com/online.html)**

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## **Introducing the Leader's Guide**

This *Leader's Guide* provides suggestions for guiding a group study of *Go to Work and Take Your Faith Too!* by Ross West.

## **How the Leader's Guide Can Help You**

These teaching suggestions are intended to provide you with step-by-step ideas for helping the group understand, think about, and personalize the ideas in *Go to Work and Take Your Faith Too!* Also, the suggestions in this *Leader's Guide* are intended to save you time in preparation.

The teaching suggestions for each study session are sequenced and numbered so you can follow them step-by-step. When followed step-by-step, the suggestions will help you lead the group through the chapters in *Go to Work and Take Your Faith Too!* If you choose to adapt the suggestions, rearrange them, skip some, or let them stir your creative juices to develop other suggestions, you'll find them helpful when used in those ways, too.

## **What These Study Sessions Can Be Like**

Imagine your study group in an informal setting, perhaps in a classroom at church, in someone's living room, in a conference room at work, or around a lunch table. Everyone in the group feels free to make comments, ask questions, and share personal insights about their work, their faith, and the joys and difficulties they have in relating the two. They also receive from and offer support to others.

## **Resources You'll Need to Lead This Study**

The basic resources you'll need to lead this study include a copy of *Go to Work and Take Your Faith Too!* by Ross West; a Bible; and this *Leader's Guide*. For a few of the sessions, a chalkboard or other large writing surface might also be helpful, but it's not essential.

Beyond these basics, the study mainly depends on the personal insights and willingness to discuss them that you and your fellow participants bring to it.

## **How to Help Study Group Participants Get the Most Out of the Study**

As you lead the study of *Go to Work and Take Your Faith Too!* try to develop an atmosphere of informality, openness, and friendliness that will encourage individual discussion, personal sharing, and mutual support. Here are some suggestions about how to make this happen:

- Be prepared to listen at least as much as you talk!
- Be willing to share your own personal pilgrimage so that others will more readily share theirs.
- Set up the meeting room in an informal way—with chairs in a circle or semi-circle, perhaps around a table.
- Agree on a beginning and ending time for the sessions, and stick to it.
- Encourage participants to enter into an agreement with one another to attend faithfully, prepare for each session, offer support to one another, and keep any confidences that are shared.

**If possible, try to stay at least a session ahead of the group in your preparation. Also, if different leaders are leading various sessions, be sure those arrangements are made at least one session ahead—preferably more. Planning ahead may enable you to find ways of involving participants more in the study, perhaps by making some assignments in advance.**

## **How Study Group Participants Can Get the Most Out of the Study**

Your fellow study group members will get the most out of the study if, prior to the study session, they will read the chapter in *Go to Work and Take Your Faith Too!* that's to be the focus of the session. As they read, perhaps they will also want to jot down questions and comments for class discussion. They'll certainly want to think about the meaning and personal relevance of the information. Since many people spend a third of their lives at work, it's important for them to find ways to live their faith there.

**Best wishes to you and your fellow study group participants!**

# Session One

## *What Does Faith Have to Do with Daily Work, Anyway?*

NOTES

### **Learning Activities**

1. Invite people to introduce themselves and describe the work they do.
2. Use these questions to generate discussion:
  - What sort of answers have you heard about how religious faith should affect one's daily work?
  - In the preface, page viii, the author describes the workplace with which he is familiar. Which of these elements describes the workplace with which you are familiar?
  - Why do you think it's sometimes difficult to determine whether your work associates are people of faith? Or is it difficult in your experience?
  - Share Randy's story from pages 1-2. What are some reasons Randy may have felt that way? Is his experience widespread?
  - To what extent do you believe God is present in your work and your workplace?
  - To what extent does faith play a role in the lives of your work associates?
  - How accurate in your experience is the idea of the compartmentalization of life that sociologist Robert Bellah discovered and described? (See page 5 of *Go to Work and Take Your Faith Too!*)
  - If your group is a local church group: How aware are you of the work your fellow group members do?
  - If your group meets at work: To what extent are you aware of the religious background and commitment of your fellow group members?
  - How accurate is the author's suggestion on page 6 that work and faith differ in their understanding of these areas: values, meaning, and relationships?
  - In what other areas do work and faith differ?
  - What is the greatest difference you experience between your life at work and your life of faith?
  - *Go to Work and Take Your Faith Too!* (page 9) cites a psychologist's idea that the traits that make a person successful in business tend to undermine personal relationships. What situations can you cite that support that

idea? What situations can you cite that challenge it? What makes the difference?

- If you were Henry in the movie *Regarding Henry*, how do you think your coworkers would respond? (See page 10 of *Go to Work and Take Your Faith Too!*)

3. Refer to the ways in which the author suggests the individual person of faith, the work world, and the world of faith lose because of the divide that separates work and faith (see pages 10-13). Invite the group to suggest other ways.

4. Invite the group to indicate what they think about Trueblood's statement about growing potatoes (see page 14).

5. Refer to the question that concludes the chapter (page 14) and suggest that the rest of the study will consider practical answers to this question that apply to the world of work.

6. Encourage the group to read chapter 2 in *Go to Work and Take Your Faith Too!* Close with prayer for concerns that the group has, including especially any about their work.

## Session Two

### *Work—Curse, Blessing, or ?*

#### **Learning Activities**

1. Invite the group to tell of any experiences they may have had since the last meeting about relating their work to their faith.

2. Introduce the study by sharing ideas from pages 17-18 of chapter 2.

3. Refer to the eight categories by which the author describes biblical teachings on work (see the bold headings on pages 18-31 that begin "Work as". The eight categories are:

- Work as divine assignment
- Work as curse
- Work as an ordinary, expected part of life
- Work as worthy of God's praise and blessing
- Work as an area of God's concern
- Work as a limited experience
- Work as calling and vocation

- Work as mission

Then read, or ask individual group members to do so, at least these Scripture passages.

Genesis 1:28; 2:15

Genesis 3:17

Exodus 1:13-14; 2:23-25

Exodus 23:12

Psalm 104:23

Proverbs 31:10-31

1 Corinthians 7:20

John 20:21

After each passage is read, ask the group to consider these questions:

- What does this passage teach about work?
- Which one of the categories would you put this passage in? If you prefer to make up another, what would you call it?

4. Refer to the discussion on pages 27-31 about “Work as Calling and Vocation” and about “Work as Mission.” Ask the group whether they consider themselves as being “called” to their work. Discuss the author’s suggestions about calling being the right idea but perhaps not the best word (pages 29-30). Ask the group what they think of the word “mission” as a way of describing their work. Emphasize that either word is a good word if it helps them relate their work to their faith.

5. Invite the group to share any personal concerns about their work. Conclude with prayer for the group as they find ways to be on mission in their work and express their calling through it.

For next session: Read chapter 3 in *Go to Work and Take Your Faith Too!*

## Session Three

### *Can Faith Really Be Lived at Work?*

#### **Learning Activities**

1. Ask participants to rate on a scale of 1 to 5 (Never, Almost Never, Sometimes, Often, Always) whether they believe faith can really be lived at work. Add up the total. Then divide the total by the number of people to get a group average.

2. Refer to the business leader's statement that the real test of a church's ministry is how well it prepares members to live their faith at work (see page 35). Ask participants whether they agree. Continue with his statement that the real test of a Christian's ministry is how well he or she serves Christ in the world of work. Ask participants whether they agree. Comment that this session is intended to help participants answer a strong yes to the question, "Can Faith Really Be Lived at Work?"
3. Say or read aloud John 3:16. Ask what participants think of when they hear the word "world." Using material from pages 35-36, clarify the meaning of "world" in this verse.
4. Identify the three major views of how people of faith are to be related to the world (see pages 36-39). Tell about the view, "Faith is good; the world is bad." Ask participants what the problem with this view is.
5. Describe the view, "Faith, the world—they both look alike to me." Ask what problems participants see with this view.
6. Describe the third view, "Some things in the world are good; some aren't." Explain the view's two variations.
7. Ask the group what the problem with the first variation—the amphibian position—is. Refer to the variation that aims at transformation. Ask what this view's strengths and weaknesses are.
8. Describe Paul's idea of the church as a colony of heaven (see page 39). Ask participants how this image applies to work.
9. Refer to the second reason, "People of Faith Are Sent Into the World to Minister," for answering yes to this session's title (see pages 39-43). Ask participants whom they think of when they hear the words "people of faith"—clergy or laity? Read the quote from T.W. Manson (see page 40). Ask whether participants agree with the idea that most Christian ministry must get done by the laity. Ask why.
10. Refer to the section on "sent into the world" (see pages 40-42). Ask whether this is still true today and whether the workplace is to be included in that "world."

11. Refer to the section on “to minister.” (see page 42). Invite participants to name ways they’ve seen ministry in the workplace.

12. Identify the third reason, “The World of Work Is an Arena for the Use of One’s Gifts,” for answering yes (see pages 43-45). Read aloud Romans 12:6-8. Ask where gifts are to be exercised. Discuss the author’s idea that gifts are not to be limited to use at official church activities or on church property (see page 44).

13. Invite the group to suggest ways for living faith at work even when the work seems routine (see page 45).

14. Invite people to mention specific work issues with which they are dealing. Conclude with prayer of support for one another’s ministry at work.

For next session: Read chapter 4, the first of seven ways to live faith at work.

## Session Four

### *Find and Follow Your Personal Purpose in Life*

#### **Learning Activities**

1. Point out that this session is the first of seven that will give specific guidance about how to live one’s faith at work.
2. Use these questions to begin discussion:
  - Why is finding and following one’s purpose in life important to living faith in the workplace?
  - How can a person tell what his or her current purpose really is?
3. Use the exercise about the reporter interviewing participants on their 100th birthday (see page 49). Ask participants to share their answers to these questions.
4. Ask whether any of the group has taken the time to write down their purpose in life. Before the study session, write down

your own purpose in living. You might do this by identifying the various roles you have in life and stating what you want to accomplish in them. Or you might develop an overall statement of purpose and identify how it relates to your various roles. However you arrive at your own statement of purpose, be prepared to share it with the group as a way of encouraging them to develop their own. Explore how faith relates to this purpose. Note the importance of “person of faith” as the unifying role, the all-encompassing circle into which all the other roles fit.

5. Give participants some time to work on their own statement of purpose in life. Then invite them to share what they’ve written with a couple of other participants or with the whole group.

6. To help participants relate their purpose in life to the everyday realities of work, refer to businessman Milton Wright’s list of actions he believed Jesus would take, from *In His Steps* (see page 57 of *Go to Work and Take Your Faith Too!*). Ask participants what they think about the statements, using the following questions:

- How realistic are the statements?
- Which statement gives you the most difficulty?
- What would happen if these statements were applied in the business world in which you work?
- Should Christianity be taken this seriously?
- How can these statements be applied when a person doesn’t own the company?

7. Encourage participants to read chapter 5 and to consider the contribution they can make to raising the level of ethical behavior in their workplaces.

8. Invite information about personal concerns, especially as related to participants’ work. Discuss ways of assisting, and include these personal concerns in the closing prayer.

## Session Five

### *Live By Faith’s Values*

#### **Learning Activities**

1. Ask the group to answer yes or no to the following statements:
  - a. Generally speaking, good ethics is good business.

- b. Are most corporate executives honest?
- c. In your industry are there practices that you consider unethical?
- d. Does the talk about business ethics exceed the reality for most companies?
- e. Should ethics of the work world be different from personal ethics?

2. Compare answers to an official survey.<sup>1</sup>

- a. 99% Yes; 1% No
- b. 82% Yes; 18% No
- c. 73% Yes; 27% No
- d. 73% Yes; 27% No
- e. 11% Yes; 89% No

3. Ask the group to name some of the ethical issues people of faith face in the workplace. Add ideas from “Difficulties People of Faith Face” in chapter 5 (see pages 61-64).

4. Review with the group the first two points in “Practical Ways of Approaching Ethical Decisions and Actions,” as follows (see pages 64-68):

- Resolve to make the ethical choice in every situation.
- Be scrupulously honest in every area of your work.

At each point, invite comments about how participants approach it. Share additional thoughts from the book.

5. On the third major point, “Apply some critical tests to your decisions and actions,” first invite the group to discuss the question of the relationship of profit and ethics from the viewpoint of a person of faith (see pages 68-73). Refer to these biblical passages for perspective: Leviticus 19:9-10; Isaiah 58:3; Jeremiah 22:13; Hebrews 13:5; James 4:13; 5:1-6. Ask how and whether the relationship of profit and ethics changes when one is responsible for making a profit with investors’ money.

6. Review the five questions in the third major point (see pages 70-73). Identify an ethical issue, either hypothetical or real, and apply the questions to it.

7. Refer to the section, “The greater your position of leadership and management, accept even greater responsibility for living by

faith's values" (see pages 73-75). Ask whether participants agree with that statement and why.

8. If the group is composed mainly of management, share the statistics from this section about management and ethics (pages 73-74). Also, share from "Difficulties People of Faith Face" the statistics about the percent of people at various management levels that feel pressure to compromise their moral values (page 63). Ask:

- a. Why do you think so many perceive management to be unethical?
- b. What do managers who are people of faith need to do to change the impression? or should they bother?

Refer to Exodus 18:21.

9. Ask participants to answer individually the question of why living by faith's values is important (pages 75-76).

10. Invite participants to mention and offer help with work issues group members are facing. Conclude with a prayer for participants as they face ethical decisions at work.

For next session: Read chapter six, "Look for Faith's Meaning in Daily Work."

## Session Six

### *Look for Faith's Meaning in Daily Work*

#### **Learning Activities**

1. Refer to the quote from Stephen Covey at the beginning of chapter 6 (page 79). Ask participants:
  - To what extent does the statement apply to the people with whom you work?
  - To what extent does the statement apply to you?
  - When people can't find meaning in their work, what do they tend to do?
 (See "Attempts at Solutions.")
2. If as many as eight participants are present, form four groups and assign one of the four ways for adding meaning to work to

each group (pages 80-87). The four ways are:

- Make helping people the goal of work
- Recognize the value of mundane work
- Use your unique skills in your work
- Seek to create beauty and order through your work

Ask each group to complete the following assignment and share their ideas with the rest of the group after about nine minutes. If forming the four groups doesn't seem best, you can still use the questions to guide discussion of each section.

- a. What's the main idea of this suggestion for adding meaning to our work?
- b. How does this suggestion relate to the Christian faith?
- c. How does this suggestion relate to the world of work?

3. As each section is reviewed, lead the entire group to discuss this additional question: In what ways have you or could you apply this suggestion to your own work?

4. Refer to the two epitaphs in the concluding section (pages 87-88). Ask what the differences were.

5. Conclude with prayer for participants' personal and work concerns, including assistance in finding meaning in their work that results in their doing their work for the glory of God.

For next session: Read chapter seven, "Relate to Fellow Workers as a Person of Faith."

## Session Seven

### *Relate to Fellow Workers as a Person of Faith*

#### **Learning Activities**

1. Begin discussion by asking these questions:
  - How important is relating to one's fellow workers in living one's faith at work?
  - What difficulties do people have in relating as people of faith to their fellow workers?

2. Summarize briefly the six ways suggested for relating to fellow workers as a person of faith, as follows (see pages 90-100):

- a. Make relating as a human being your highest priority
- b. Value every person at work
- c. Help your fellow employees achieve their goals
- d. Be sensitive to opportunities to minister to coworkers
- e. Take special care in relating to people if you are in management
- f. Share your faith in appropriate ways

Ask each participant to rank the ways from easiest for them to do to hardest for them to do. Use the ranking of 1-6, with 6 being the hardest. Receive reports on the rankings from each participant. Ask someone to write down the numbers beside each suggestion and then total the numbers for each item to arrive at an overall ranking for the group.

3. Lead the class to discuss what they think the rankings mean and why they think the rankings came out the way they did.

4. Use suggestions from the chapter and from individuals' personal experiences to identify some specific ways they can put each of these suggestions into practice where they work. Be certain to give attention to these areas:

- In discussing valuing every person at work, lead participants to discuss difficulties in this area and what they do to overcome them.
- In discussing ministry to coworkers, ask participants to name ways they do this. Also give opportunity for participants to tell of difficulties they may have had in doing this. Can one go so far in ministry to coworkers that they take advantage of you and/or cause the work to suffer? What are some answers for dealing with this, if it's a problem?
- If most of the group are in management, be sure to discuss that section. Ask participants to discuss how the experience of Rehoboam in 2 Chronicles 10 and Jesus' instruction in Mark 10:42-44 relate to the practice of management.
- Since sharing one's faith likely will be near the top of the list of most difficult suggestions to put into practice, discuss the ideas in that section in detail. Ask participants to name ways they believe are both effective and appropriate in their workplace.

5. Invite the group to mention particular concerns they have about relating to people at work. Lead the group to pray for one another as they relate to their fellow human beings at work as people of faith.

For next session: Read chapter eight, “Choose How You Balance Life.”

## Session Eight

### *Choose How You Balance Life*

#### **Learning Activities**

1. Begin discussion by inviting comments on these questions:
  - How big a problem do you think people have in trying to balance their lives?
  - How is this problem related to practicing one’s faith?
  - How is choosing how we balance life related to living one’s faith at work?

Or do you think it is?
  
2. Lead the group to review the reasons for feeling rushed in the section, “What’s the Rush?” (See pages 104-111.) For each reason, ask the following questions:
  - As you observe people today, how big a problem is this particular reason?
  - What are some things that could be done to deal with the situation?
  
3. Review the suggestions on “Practical Ways to Achieve Balance in the Use of Time,” as follows (see pages 111-122):
  - (1) Recognize the need to choose.
  - (2) Determine the time-spending opportunities that are uniquely yours; discard those that aren’t.
    - Step # One: Purpose
    - Step # Two: Ability
    - Step # Three: Need
    - Step # Four: Availability
  - (3) Schedule your priorities; don’t prioritize your schedule.
  - (4) Evaluate regularly the way you are managing your time.
  
4. Refer especially to the ideas in the third point on scheduling one’s priorities (page 120) and to the idea in the fourth point

about reviewing one's calendar and to-do list during a daily time of devotion and prayer (pages 121-122). Ask participants:

- What pattern for getting the most out of your time at work and in the rest of life do you follow?
- How would the suggestion about reviewing one's calendar and to-do list during a time of devotion and prayer work for you?

5. Refer to this statement in the last paragraph of chapter eight: "It's hard to feel we're living the abundant life faith provides when incessant demands on our time are draining away our energy and we feel out of control" (page 122). Emphasize the importance of applying practical ways for achieving balance.

6. Ask for and discuss any prayer concerns. Conclude with a prayer of support for one another.

For next session: Read chapter nine, "Lighten Up," and watch for anything humorous at work.

## Session Nine

### *Lighten Up*

#### Learning Activities

1. Share this statement from the opening paragraphs of chapter 9: "Too many serious Christians are entirely too serious— everywhere, but especially out in public on their jobs. Many coworkers of such people consider them to be too judgmental, too critical, too, too serious, and not the least bit interested in anything resembling fun. They think we're like how we think the Pharisees were" (page 125).

- To what extent are these ideas accurate?
- If the description is pretty accurate, what should we do?

2. Continue the discussion by referring to the suggestion that Christians need to lighten up by remembering the inadequacies of Puritanism as the definition of faith (see pages 125-126). Refer to the statement that the Puritans gave the impression that "God would be unhappy if anybody ever had any fun" (page 126). Ask:

- Have you ever felt that Christian people were being judgmental of your actions? How did you feel?
- Why do you think we sometimes feel that religion is mainly about keeping rules?
- How can we avoid being judgmental of others at the same time that we acknowledge the need to live in ways that please God?
- How can we find a balance between being so judgmental that we drive people away and so accepting that it seems we believe nothing?
- What does Jesus' behavior in the midst of the Pharisees' judgmentalism tell us about how to "lighten up" (see Luke 7:33-34)?

3. Refer to the second suggestion about lightening up, "Learn to Laugh, Though Not at Others' Expense" (pages 127-129). Invite participants to share examples of humor in their workplace. Ask for ideas about how to handle situations where the humor is at others' expense or is offensive for other reasons.

4. Refer to the third suggestion about lightening up, "Recognize Our Imperfections and Allow Other People Their Differences" (page 129). Summarize the ideas. Refer especially to the last paragraph, and ask participants such questions as these:

- How do you respond to these ideas?
- What sort of people at work do you have the most difficulty accepting?
- What would happen if you were less judgmental and more accepting of such people?
- What difficulties would you have in your workplace in being "as acceptable of people in all their diversity as a loving God is"?

5. Tell of a mistake you've made at work that you're now able to laugh about. Invite others to share similar experiences.

6. Share personal concerns. Pray that participants' lives at work will reveal God's joyful grace.

For next session: Read chapter 10, "Practice Personal Disciplines for Integrating Work with Faith."

# Session Ten

## *Practice Personal Disciplines for Integrating Work with Faith*

### **Learning Activities**

1. Point out that this session deals with six personal disciplines that, when practiced regularly, will help participants find ways to relate their work to their faith more effectively.
2. If possible, in advance of the session assign one or more of the six personal disciplines the book mentions to a participant to present to the group (see the bold headings on pages 132-144. Or, if you prefer, present the disciplines yourself, in summary form. These are the disciplines mentioned:
  - Spend time each day in prayer and meditation.
  - Take good care of yourself physically.
  - Keep growing mentally.
  - Avoid letting money dominate your life.
  - Work to the best of your ability.
  - Participate regularly in your community of faith.
3. As each discipline is presented, ask the group to consider these questions:
  - What helpful ways have you found to put this discipline into practice?
  - How have you overcome the barriers that sometimes keep us from putting this discipline into practice?
  - What benefits have you seen in your life from putting this discipline into practice?
  - How does practicing this discipline assist in relating work to faith?
  - What additional ideas about this discipline would you suggest?
4. After considering all of the disciplines, invite the group to discuss them from these angles:
  - Which of these disciplines would be the hardest for you to put into practice?
  - Which of these disciplines do you feel you most need to emphasize?
  - What plan could you make and implement to put it into practice in your life?

- What do you feel you need that you do not have to implement the plan?
- How can you get it? Can someone in the group help you with it?

5. Invite the group to add other helpful disciplines and ideas for relating work to faith.

6. Encourage the group to select the discipline they feel they most need to put into practice, to share that with a fellow participant or with the entire group, and to commit themselves to finding ways to implement it. The group or the pair should schedule a checkup contact on a coming date no more than two weeks in advance to see how things are coming on implementing the discipline.

7. Share prayer concerns, offer support for one another, and conclude with prayer for issues group members are facing.

For next session: Read chapter eleven, “How Churches Can Help,” and be prepared to evaluate how well they think their church is doing with these ways churches can help people live their faith at work.

## Session Eleven

### *How Churches Can Help*

#### **Learning Activities**

1. Point out that the previous sessions have dealt with what people who live their faith at work would do and be. This session deals with some ways churches can help people live their faith at work.
2. Ask: What will your church be doing on Thursday? Note that many people in the church, perhaps most of them, will be at work on their jobs. That’s where the church will be and what it will be doing.
3. Ask: If your church were to take conscious, specific, practical actions to help you have the most positive Christian experience possible at work, what would the church do? Receive suggestions from participants.

4. Note the suggestions made in response to the previous question. Review briefly the eleven suggestions in chapter 11 of *Go to Work and Take Your Faith Too!* Here are the eleven suggestions (see the bold headings on pages 149-157):

- (1) Acknowledge the problem and its seriousness.
- (2) Find the true center of the church's universe.
- (3) Recognize members' ministry in the world of work.
- (4) Provide study opportunities on relating faith and work.
- (5) Develop vocational support groups.
- (6) Provide worship experiences on relating faith to daily work.
- (7) Teach diligently the basics of the faith.
- (8) Provide career counseling and employment assistance.
- (9) Plan and schedule church programs sensitively.
- (10) Advocate a humanized workplace.
- (11) Develop approaches for listening.

Ask participants to evaluate each suggestion, including the suggestions they came up with themselves, by assigning a number from 1 through 5 to each suggestion, with 1 meaning that your church is not doing well at all and 5 meaning that your church is doing an excellent job (1 = poor; 2 = fair; 3 = neutral; 4 = good; 5 = excellent).

5. After all suggestions have been reviewed, lead participants to evaluate how important they think each suggestion is in helping people live their faith at work. Assign number values as follows: 5 = not important; 4 = of little importance; 3 = somewhat important; 2 = important; 1 = very important. Tabulate the results from the group, and display the results where all can see.

6. Add together the two scores for each item. The lower the score, the more your church needs to work on that item. If this exercise doesn't provide results that are clear enough, you could rank the half-dozen items that have the lowest scores.

7. Share from chapter eleven in *Go to Work and Take Your Faith Too!* ways that a church can take specific action to implement the items that seem to be of highest priority. Brainstorm other ways.

8. If possible, make specific plans for implementing at least one action that would help your church be more effective in helping people relate their work to their faith. (For additional assistance in developing a church program in this area, see the book *Ministry in Daily Life* by William E. Diehl, published by The

Alban Institute.)

9. Share and discuss any work concerns.

10. Schedule another time to get together to share progress in relating work to faith.

11. Pray for one another as you live your faith at work.

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Dr. Ross West, the writer of this *Leader's Guide*, is the author of the text on which the study is based, *Go to Work and Take Your Faith Too!* (Smyth & Helwys). He's also the author of *How to Be Happier in the Job You Sometimes Can't Stand* (Broadman and Holman) and many curriculum materials for adult study groups. He is President of Positive Difference Communications, Rome, Georgia, where he is a member of First Baptist Church. He formerly was Director of Creative Services for the Boy Scouts of America and before that was an editorial section manager for the Baptist Sunday School Board.

<sup>1</sup> Mary E. Guy, *Ethical Decision Making in Everyday Work Situations* (New York: Quorum Books, 1990), 9, citing Mark Horning, "Honesty's valued, but transgressions abound," *Crane's Chicago Business*, 10(34):1,61-63.

NOTES