

LESSON 1: Business Performance

Who Are You—Bone Deep?

A good home builder has blueprints to guide them on what the final home should look like when complete. From here, the general contractor's job is to select talented subcontractors and manage the project so that each person involved knows what they are responsible to complete and when.

When you consider all the carpenters, drywallers, electricians, plumbers, landscapers, and many other people involved in the project, it becomes evident that each person has an important role to play. No matter how small their part, each person's role is very important to the general contractor. If one subcontractor misses their deadline or work objectives, they can cause a ripple effect that negatively impacts the entire project. Every person on that project is important!

God is like a home builder. He has a plan to redeem the world with the Bible as His blueprint. He also has designed each person for a specific role in His plan. Each individual, and their role, is important! Unfortunately, many go through life not realizing how their vocation fits in with God's greater plan. In this lesson, we want to discuss the unique value *you* bring to the marketplace and to God's overarching plan.

This lesson will help you grow in two ways. First, it will help you personally explore how God has designed you. Second, it will provide a space for you and your fellow group members to become better acquainted, fostering deeper relationships in which you can more effectively advise each other. Please be transparent. Everything said will be in confidence.

WHO ARE YOU?

Author and Speaker Bobby Albert likes to ask the question, “Who are you—bone deep?” When you dig beyond the surface, who are you at your core? Discovering your individual purpose, your values, and the unique skills God has given you is important to know in order to maximize your effectiveness as a leader.

John 1:12 says, *“But to all who did receive Him, who believed in His name, He gave the right to become children of God.”*

The starting place for your value is that you have been created in the image of God. If you have received Jesus as your Lord and Savior, then you are a child of God with tremendous value. In addition, God created you uniquely with skills, abilities, and knowledge that He desires to use for His overall purposes.

In Exodus 35 we read about Bezalel, a craftsman, who was the first person mentioned in scripture who was filled with the Holy Spirit. He was given skills, abilities, and knowledge for his work as a craftsman. Likewise, each of us as children of God have been given unique talents for our vocation.

In my previous home builder example, when he hires a plumber to finish out the plumbing on the new house, he doesn’t want that plumber working on the electricity or the drywall. He wants him focused on what he does best, plumbing. Likewise, God has a purpose for you that allows you to be a part of His bigger plan, but He doesn’t want you working in an area that was intended for someone else.

EXERCISE A: SKILLS, ABILITIES AND KNOWLEDGE

Many people have great skills and talents that are overlooked, because they assume others are just as talented. In essence, they discount their own strengths. Conversely, some exploit or overuse their strengths, so that they become weaknesses. For others, they can exclusively focus on their weaknesses, eliminating the opportunity to celebrate any of their skills or abilities.

1. Take a moment and consider the different jobs you have had in your life. Especially make note of the roles in which you had success and found enjoyment. Also consider any hobbies you may enjoy. What skills and abilities are required for you to be accomplished and enjoy these hobbies or jobs?

2. Consider any passions you may have for serving others. What skills, abilities or knowledge is necessary for you to serve well?

3. What *knowledge* have you acquired over the years that has allowed you to excel in your jobs or hobbies? Write down any education, awards, or real-world experiences you have accumulated and what knowledge has come from those experiences that others may not have.

3. Think about a typical week at your job. Write down the biggest categories of activities you spend your time on and make an estimate of what percent of your time in an average week you spend on each. For example:

Admin—10%; Sales—25%; Customer Service—20%; Finance—10%; People Issues—25%; Marketing—10%

a. Which of these activities are most enjoyable?

b. Which has the best chance to advance your business?

4. Finally, look at the lists you accumulated above. Go through each skill, ability, or unique knowledge you have and rank them as to which is strongest for you. Try to land on your top three skills or abilities and share them with the group.

1.

2.

3.

5. What steps can you take to spend more time on your top three items? Time spent on these will more likely be higher in value to your organization and to your personal well-being.

EXERCISE B: WHAT DO YOU VALUE?

Pause for a moment and think of someone specific you have known for many years. If you were asked to describe them at their funeral. What values would you attribute to them?

1. What if that person being buried was you? What values do you hold dearly that you would hope others would share about you? (Try to write down 3 to 5 core values that you personally strive to achieve and feel that you are usually successful at modeling.)

2. Share with your group your list and (a) discuss why you feel those values are important to you and (b) provide examples of how you have modeled them recently.

EXERCISE C: WHY ARE YOU HERE?

God has created each of us with a purpose in mind. Wouldn't it be great if we discovered that purpose and wrote it down to help us stay on track? The following exercise is a starting point for you on that journey. Many people struggle for a lifetime with what their purpose for life may be, but it's a worthy project to bathe in prayer and to develop. Although you may not be able to complete this exercise today, you can begin thinking and processing your thoughts and ideas.

Discovery Exercise

1. Take a minute to write down any random thoughts you have as to why God may have you on this earth, at this time. Why does He have you serving in your industry/area of expertise?
