

LESSON 19 Devotional

Hiring God Honoring Employees

Hiring and firing of employees is part of the same process. How successfully we hire determines how often we will have to fire. We need to remember that the hiring process is all about people. And for business leaders to be successful, it is about our ability to see and understand people.

Our objective is ultimately to surround ourselves with the best people possible. To do this, we need to recognize the talent, potential, skill, and loyalty in others. Leaders must be able to attract workers with the right values, skills, capabilities, potential, and then develop, motivate, and retain them.

1 Timothy 3:1-13 is where the Apostle Paul instructs Timothy on how to select overseers and deacons. In reading through these verses, it is obvious that the qualities Timothy is to look for are the same qualities we should look for in employees—faithful, available, teachable, good character, skillful, personable, and a good attitude.

Take a moment to read 1 Timothy 3:1-13.

Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled,

QUALITIES OF A GREAT EMPLOYEE

FAITHFUL, AVAILABLE, TEACHABLE, GOOD
CHARACTER, SKILLFUL, PERSONABLE, AND A
GOOD ATTITUDE.

1 TIMOTHY 3:1-13

respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

In the same way, deacons are to be worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested; and then if there is nothing against them, let them serve as deacons.

In the same way, the women are to be worthy of respect, not malicious talkers but temperate and trustworthy in everything.

A deacon must be faithful to his wife and must manage his children and his household well. Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.

Hiring great employees rests on our ability to see what kind of people they are. We need to have insights into their character and be able to foresee how they will fit and work with our existing organization. As we review resumes, interview candidates, and review references, keep the qualities listed above in mind. Through the lens of these qualities and prayer, God will lead our hiring process to the right applicant for the job.

DISCUSSION QUESTIONS

1. What do you think of the qualities listed in 1 Timothy 3:1-13? Are there additional qualities that you would add to Paul's list?

2. Many of the qualities in this scripture are not readily observable, how can you discern faithfulness, good character, and a good attitude?

3. How can you determine if a candidate is teachable and personable?

4. How can God be a participant in your new employee search?
