



LESSON 5-2: Healthy Decision Making

DO I STAY OR DO I GO?

"Fear God and work hard." -David Livingstone

"When one door closes another door opens; but we so often look so long and so regretfully upon the closed door, that we do not see the ones which open for us." -

Alexander Graham Bell

WELCOME & PRAYER

- Give us the desire to serve You no matter the job and no matter what is going on around us.

PREVIOUS LESSON FOLLOW UP

- What was the result of praying and seeking wise counsel for your decision from the last lesson?

KICK OFF QUESTION

- How many times in your life have you changed jobs or wanted to change jobs? What was going on in both your personal and work life during these times to make you consider a job change?

PRIMARY SCRIPTURES

"This is what the Lord requires of you: to do what is right, to love mercy, and to walk humbly before the Lord." (Micah 6:8b)

"Wherever your treasure is, there the desires of your heart will also be." (Matthew 6:21)

Discussion Questions:

- Where are your treasures? (Please answer truthfully. Where do you spend your time and money?)
- Does God really care where you work? Why or why not?





BIG PICTURE

- You should be led from your current job before you are led to a new position.
- Give an honest evaluation of your professional ability, your current position, and the new opportunity.
- Be patient. A good decision at the wrong time is the wrong decision.

CONCEPTS TO UNDERSTAND

In January 2016, the Bureau of Labor Statistics reported that the average employee tenure was 4.2 years. Assuming the data is accurate, simple math will tell us that the typical person will more than likely change jobs ten to fifteen times during their careers. This does not take into account opportunities that are turned down along the way, ultimately driving the averages higher. Given the role that job change will play in our personal and family's lives, it makes sense that we tackle the question "DO I STAY or DO I GO?"

Let's be clear; there are no black and white decisions when it comes to your place of work. The first step in changing jobs is deciding whether or not you are being led away from your current position. This decision should not be precipitated by a single event or a season of high stress and family or work demands. Your decision to leave should take place over a season of time, not in an emotionally charged environment.

Everyone must recognize that the grass typically looks greener on the other side of the fence, but rarely is this the case. Anytime you are interviewing for a position, the pursuing company will make you feel great about yourself and the new opportunity. If you are not careful, this leads to an inflated view of your own ability, which leads to an almost automatic response of taking an opportunity that is not right for you. Therefore, you need to give an honest evaluation of your skill set and experience, not allowing the search process to fuel your ego.

Allow for opportunities that let God open and close doors. To do this, you need to have tremendous patience, and pray for clarity. Recognize that God may not care which position you accept. We tend to look at God's will as a bullseye on a dart board, which is extremely hard to find, let alone hit. In reality, within God's moral will, there is an area of freedom and responsibility. God gives us great freedom to make decisions within His will.

EXERCISE

Complete the Job Evaluation Matrix for your current employer and potential opportunity, or a job change you have made over the past few years. The purpose of this matrix is to make sure you put adequate thought into each opportunity you may have. This is just a process to try to remove some of our emotions from the evaluation. Be prepared to discuss this in your group. Score each question 1-10, with 10 being the best except for "Impact on Family", which is scored 1-20 to give this additional weighting. Next, average the score for each category and then total the score. When looking at the total score, how close are the two jobs? It is important for you to think through the process of responding to the statements, and not just put down a score.





Discussion Questions

1. What are valid reasons to be led away from your current position? What are invalid reasons?
2. What do you believe are the top three skills that you possess? What additional skills do you need to perform at a higher level? How would you gain these skills, and are you committed to developing them?
3. How could a person be unhappy in their job, but still be where God might want them to be? How can you maintain a positive attitude when you are unhappy with your current job?
4. What did you learn by going through the Job Evaluation Matrix? What questions from the Job Evaluation Matrix resonated the most with you? What additional questions would bring clarity to you?
5. If you have responsibility for interviewing or hiring candidates, what have you taken from this lesson?

TAKE ACTION

- If you are contemplating a job change, complete the matrix below for both your current employer and other opportunities. Share with the group at the next meeting.

CLOSING PRAYER

ADDITIONAL RESOURCES

- Harvard Business Review, October 2015 - Setting the Record Straight on Switching Jobs by Amy Gallo
- Harvard Business Review, March 2018 - When You Start a New Job, Pay Attention to These 5 Aspects of Company Culture by Allan Church and Jay Conger
- Golden Rules for Evaluating Job Change (see below)
- [What's a Good Job?](#) This Billionaire CEO has an Answer, Interview of Hamdi Ulukaya, CEO of Chobani at the WSJ's Future of Everything Festival
- Decision Making and the Will of God by Garry Friesen

Job Evaluation Matrix: _____

Category	Descriptive Answer	Score 1 - 10
People – Score each statement 1 to 10	Average Score, Items 1 to 6:	
1. I am confident in the leadership/management (Score 1-10)		
2. There is a positive company environment		
3. People are treated with respect and dignity		
4. Your boss invests in you personally		
5. There is a team environment rather than cutthroat environment		
6. Other:		
Culture – Score each statement 1 to 10	Average Score, Items 7 to 12:	
7. People come first		
8. There is long-term thinking rather than short-term thinking		
9. There is an environment of learning		
10. People are treated with respect and dignity		
11. There is a culture of excellence		
12. Other:		
Performance – Score each statement 1 to 10	Average Score, Items 13 to 15	
13. Priority is given to excellent service		
14. There is appropriate emphasis on profits		
15. Other:		
Benefits – Score each statement 1 to 10	Average Score, Items 16 to 20:	
16. Compensation		
17. Insurance		
18. Profit sharing		
19. Retirement/401k		
20. Other:		
Impact on Family – Score each statement 1 to 20	Average Score, Items 21 – 24, Score (1 – 20):	
21. The company values me and makes a positive impact on my life		
22. The company values marriage and family		
23. The company positively impacts community		
24. Other:		
	Total Score for Comparison Purposes	



Golden Rules for Evaluating Job Change

- Stay where you are until you are led to leave.
- Never let money be the primary reason to leave.
- Just because you do not like what you do does not mean it is the wrong job.
- Focus more on the long-term rather than the short-term.
- No matter your outlook about your current employer, always display the fruit of the Spirit (Gal. 5:22-23), especially in difficult times.
- Be willing to have honest conversations with your employer about your frustrations. Do this before you decide to look.
- Do not let a bad season automatically suggest that you should leave.
- If you think you should leave, wait 6 months and reevaluate your decision.
- Never work at a company where you might be compromised ethically or morally.
- Stay in a job for at least two years before considering leaving.
- Your job selection should always involve your spouse.
- Be humble enough to seek out wise counsel that will tell you the truth.
- The rewards of money and title will never outweigh the cost to the family.
- Never react out of emotion but go through a systematic process to evaluate any job.
- Grass is not always greener, it might just be the way the sun is shining on it.

