



# Real Success at Work

## *Hearing and Following God's Calling*

Imagine getting up every day with the conviction that you are on the planet for a purpose. How fulfilled and fruitful would you be to know that you and your work matter to God and that He is pleased? How great would it be to experience such *real success*?

Discover the truths of real success at work in your life by exploring this stunning verse from the book of Ephesians...

***"[You] are His workmanship,  
created in Christ Jesus for good works,  
which God prepared beforehand  
so that [you] would walk in them."  
-Ephesians 2:10***

By Brian Ray, Founder, Crossroads Career® Network



A membership of churches helping people at crossroads in their careers to hear and follow God's calling

## Real Success at Work: *Hearing and Following God's Calling* Imagine!

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Imagine getting up every day with the conviction that you are on the planet for a purpose. How fulfilled and fruitful would you be to know that you and your work matter to God and that He is pleased? How great would it be to experience *real success*?

What do I mean by *real success*? I mean *a comprehensive success that transcends the workplace, a success that permeates your home, school, community, and all areas of your life*. This success is not a fake that promises fulfillment and delivers only emptiness after you arrive.

Real success is accomplishing genuinely purposeful work, not only for blessings and benefits in this world but also for eternal impact and rewards. Let's start by looking at the core of success:

***"[You] are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that [you] would walk in them."***

—Ephesians 2:10 (NASB)

WOW! Let's read it again s-l-o-w-l-y...

1. You are God's workmanship
2. Created in Christ Jesus for good works
3. Which God prepared beforehand
4. So that you would walk in them

If this is true, what are the implications and applications in your life, your work, and your relationships? Who are you as God's workmanship? What does it mean to be created in Christ Jesus for good works? How can you discover works God has already prepared? How will you walk in them? The answers to these questions lie in the truth that you can hear God's call—not only calling you into relationship but also calling you to follow Him. This truth can transform success from a potential to a reality in you.

Please enter this study with an open mind and heart. I'm not asking you to accept everything at face value; use your critical reasoning skills and take notes along the way to look up later. Weigh the claims by looking up key thoughts in the Bible, praying about them, discussing them with your study group.

In each chapter you will find stimulating thoughts and questions, key verses and summary points, group discussion questions, and "extra credit" suggestions for time with God and further study.

So grab a Bible, pen, paper, this study and a few good friends. You will discover there's more to living than you thought.

Hearing and following God's calling,

Brian Ray  
Founder, Crossroads Career® Network

*"...reaching forward to what lies ahead, [you can] press on toward the goal for the prize of the upward call of God in Christ Jesus."*

—Philippians 3:13-14 (NASB)

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## **Chapter One**

### ***Discover the Real You***

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### Chapter One: *Discover the Real You*

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What did you dream about being when you grew up? A doctor? Lawyer? Teacher? Husband or wife? Mother or father? Superhero? Television anchor? So many choices ...so many possibilities.

When you were in middle or high school, what did you want to do when you grew up?

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Now that you've arrived at adulthood, how does your life compare with what you had imagined? Are you where you thought you would be? Are you doing what you expected? Do you ever lie in bed at night wondering, "Is this really all there is to life?"

Perhaps you find yourself stuck in what seems like an endless daily routine, wondering whether life will ever deliver more.

Get up. Get ready. Eat Breakfast.  
Go to work. Have more coffee. Say hello to the boss.  
Read emails. Answer the phone. Go to meetings.  
Get some work done.

Go to lunch.  
Go to more meetings. Return phone calls. Answer emails.  
Get more work done.  
Go home. Watch the news.

Eat dinner.  
Read the mail. Pay the bills. Watch "must see" TV.  
Answer emails. Return phone calls.  
Go to bed.

Repeat.

Or maybe it's even worse than that. Maybe you work for a boss behaving badly. Maybe your job is filled with tasks you despise, which leaves you feeling used, abused, and refused.

On the other hand, your work situation might be great, full of activity, accomplishments and prosperity! Maybe you're thinking, "It doesn't get any better than this!"

I'm suggesting that it *can* get better—even if it already seems great. After all, you don't know what you don't know. God's idea of "abundant life" (John 10:10) is likely to be much greater than any of us imagine!

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### Chapter One: *Discover the Real You*

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Are you doing what you thought you would be doing at this point in your life? Why or why not?

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Do you believe you were created for more than you're currently experiencing? Why or why not?

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No matter what you are doing—or how well you are doing it—I have good news! You have the opportunity to define your existence and value by who you are, not merely by what you have done. A friend who is a consultant on performance improvement explains it this way:

“If what you do is who you are,  
then when you don't,  
you aren't.”

Gary O'Malley  
Author of *Life Purpose in a Nutshell*

Scary thought, if you really think about it. After all, we are human beings, **not** human doings—even though everything we do comes out of our being. So, if your real identity is not merely the sum of your accomplishments, we return to this chapter's main question: who are you?

I finally found my answer to that question when I came to these amazing four words from our key verse:

*“We are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them.”*

—Ephesians 2: 10 (NASB)

How stunning is that? “I am God's workmanship!”

As we begin in our journey together, we'll explore the meaning of each key word in that first phase: We are His workmanship!

**We:** Who we are

**Are His:** Whose we are

**Workmanship:** Why we are here

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**Who are you?**

*"Who are you—who, who—who, who?"* So goes a classic rock song that introduces a popular TV show involving forensic investigations of people's lives and deaths.

If your life were investigated, what would the report reveal about who you really are, beyond just what you do?

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**Whose are you?**

As you seek to discover who you are, you must first understand whose you are. You are God's, but Who Is He? Let's start by looking at who God is according to two respected authorities.

The *Merriam Webster Dictionary* online says:

*God is "the supreme or ultimate reality: as the Being perfect in power, wisdom, and goodness who is worshipped as creator and ruler of the universe."*

The all-time, top-selling book ever is *The Bible*, which describes the who and what of God in both Old and New Testaments:

*"In the beginning God created the heavens and the earth. God created man in His own image, in the image of God He created him; male and female He created them. God blessed them."*

—Genesis 1: 1; 27-28 (NASB)

*"He is the image of the invisible God, the firstborn over all creation. For by him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things were created by him and for him. He is before all things, and in him all things hold together."*

—Colossians 1:15-17 (NIV)

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So, whose are you? You are much more than the offspring of your parents; You are God's own creation and possession! Read through this wonderful praise to God from one of writers of the Psalms.

*For you created my inmost being;  
you knit me together in my mother's womb.*

*I praise you because I am fearfully and wonderfully made;  
your works are wonderful,  
I know that full well.*

*My frame was not hidden from you  
when I was made in the secret place.  
When I was woven together in the depths of the earth,  
your eyes saw my unformed body.  
All the days ordained for me  
were written in your book*

—Psalm 139:13-16 (NIV)

Why must you know whose you are before you can really know who you are?

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### **Why are you here?**

Now, let's look at our key verse again, using a different translation.

*"We are God's masterpiece. He has created us anew in Christ Jesus, so we can do the good things He planned for us long ago."*

—Ephesians 2:10 (NLT)

A masterpiece is "a work done with extraordinary skill," as defined by Webster. I don't believe you get a masterpiece by accident. A masterpiece is intentional, carefully considered and planned—created on purpose by the Master!

### **God Made You On Purpose.**

**God Made You For a Purpose.**

**Therefore, What You Do—YOUR WORK—DOES Matter to Him.**

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*"For by Him all things were created, both in the heavens and on earth, visible and invisible, whether thrones or dominions or rulers or authorities—all things have been created through Him and for Him."*

—Col 1:16 (NASB)

Wow! How cool is that? There is a sense of freedom and exhilaration that comes from knowing we are made on purpose by Him and for Him. What experiences and qualities do you have that suggest that you are His unique workmanship made for some purpose?

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When teaching career events, I often play a song by Michael W. Smith called "My Place in this World." I ask the participants to close their eyes and listen to it. Then I read the verses out loud. Since this page can't play the music, let me ask you to read the words out loud, putting a pause between each phrase.

The wind is moving, but I am standing still  
A life of pages waiting to be filled  
A heart that's hopeful, a head that's full of dreams  
But this becoming is harder than it seems

If there are millions down on their knees  
Among the many can you still hear me  
Hear me asking where do I belong  
Is there a vision that I can call my own  
Feels like I'm...

Looking for a reason  
Roaming through the night to find my place in this world,  
My place in this world  
Not a lot to lean on—I need your light to help me find  
My place in this world

What thoughts and feelings came to mind while reading these lyrics? Have you found your place in this world? If so, how did you do it? If not, how will you?

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As you've answered these questions about your identity and purpose, you might have found yourself still searching for the "right" answer.

Let me encourage you. The answer you may be seeking is that your identity and purpose is to glorify God. The "how to" details are a moving target since God's purpose for you is revealed in relationship with Him over time.

May I propose that the discovery of your identity and purpose requires hearing God call you into relationship with Him and following Him wherever He leads? Your diligent response will lead you to experience *real* success at work and in your life.

Now, if you were to rate real success at work in your life on a 10-point scale, with 10 being maximum real success, what rating would you give yourself? \_\_\_\_\_ Why did you give yourself that score?

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Maybe all this reading and writing is giving you a headache. You may wonder if it is just an exercise in academic futility! How does this relate to real life?

May I suggest you take a deep breath, put the study guide aside and rest or do something else? Then first thing tomorrow morning, dive in again and prepare for your group meeting by answering the discussion questions on the next page.

**Scripture to Memorize**

***"We are His workmanship, created in Christ Jesus for good works, which God prepared beforehand so that we would walk in them."***

—Ephesians 2: 10 (NASB)

**In a Nutshell**

1. You are God's workmanship
2. Created in Christ Jesus for good works
3. Which God prepared beforehand
4. So that you would walk in them

## For the Group

### Discussion Questions:

1. When you were in middle or high school, what did you want to do when you grew up? How does that compare and contrast with what you are doing now?
2. What struck you most during your study of this chapter?
3. If you are God's workmanship made on purpose for a purpose, what experiences and qualities do you have that suggest that you are His unique workmanship?
4. If there is still time during the group meeting, consider this question: Have you found your place in this world? If so, how did you do it? If not, how will you?

## For "Extra Credit"

### Your Exclusive Appointment with the Creator

I think everyone can benefit from this encouragement regardless of where you are in your relationship with God: In your search to find your identity as God's workmanship and to discover the works He has prepared for you, commit to daily time with Him. Make it a priority.

If having a daily quiet time with God is new for you, let me share some tips from one of the most amazing men I've ever met. Bob Foster's booklet *Seven Minutes with God: How to Have a Daily Quiet Time* revolutionized my time with God.

After getting out of bed and taking care of your immediate personal needs, find a quiet place, with your Bible in hand, to enjoy the solitude of seven minutes with God.

Invest the first 30 seconds preparing your heart. Thank Him for the good night of sleep and the opportunities of this new day. "Lord, cleanse my heart so You can speak to me through the Scriptures. Open my heart. Fill my heart. Make my mind alert, my soul active, and my heart responsive. Lord, surround me with Your presence during this time. Amen."

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Now take four minutes to read the Bible. Your greatest need is to hear from God. One of the Gospels is a good place to begin reading. Start with the Gospel of John. Soon you'll want to read the entire New Testament.

“Let me hear Your lovingkindness in the morning;  
For I trust in You;  
Teach me the way in which I should walk;  
For to You I lift up my soul.”

—Psalm 143:8 (NASB)

After God has spoken to you through His Word, then speak to Him through prayer. Use these last two minutes to appreciate who God is, to confess the bad stuff in your life, thank Him for the good and ask Him for more.

This is simply a guide. My prayer is that you will find it impossible to spend only seven minutes with the Lord. An amazing thing happens: seven minutes become 10, 20, and 30 minutes or more!

During your time with the Lord this week, ask Him to reveal evidence that He has made you His masterpiece. You can make notes here if you like...

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**Further Study if You Wish**

Use an online Bible search tool like [www.studylight.org](http://www.studylight.org) and enter the word “purpose” into their keyword search engine. Choose a few of the passages and read them in context. Compare and contrast what they say. What do you learn about purpose?

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## **Chapter Two**

### ***You! Created for Good Works***

## Real Success at Work: *Hearing and Following God's Calling* **Chapter Two: You! Created for Good Works**

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As you discovered in the first chapter, God made you on purpose for a purpose.

Now let's take a closer look. If you are made for a purpose then He must have wired you in a unique way for fulfilling that purpose, right?

We learned in Psalm 139 that you are fearfully and wonderfully made. So what exactly does that mean? Together, let's explore how you are gifted and impassioned—a one-of-a-kind creation of experience, abilities, interests, personality and values.

First, let's revisit our core verse:

*"We are God's workmanship, **created in Christ Jesus for good works**, which God prepared beforehand so that we would walk in them."*

—Ephesians 2:10 (NASB)

Before we delve into the meaning of "*created in Christ Jesus for good works*," let me share with you a true story I call "*Pigeons, People and Good Works*."

I was sure I could recruit sales people for a company I wanted to represent, but the Vice President of Sales had a reputation for being impossible to meet. I decided I would try something unusual to get his attention—and an appointment. So I did what anyone in my position would do: I rented a homing pigeon. Yes, a homing pigeon.

Seriously! I put the pigeon in a special delivery cage and attached a note:

*"Introducing Flash, the homing pigeon!  
If you would like your sales to fly,  
Please write a date and time that I can see you.  
Put your note in Flash's special pouch."*

I included a business card and instructions. A few hours later, the pigeon's owner called; the pigeon had returned and I had an appointment with "Mr. Impossible."

Allow me to offer two lessons from this experience:

1. God has gifted people with a wide variety of abilities. Yes, scary enough, there are people passionate about breeding, raising, and training homing pigeons. And there are others who are crazy enough to rent pigeons to make sales calls!
2. God intends for you to use your gifts—whatever they are—in service to others. When you do, you will likely be led to new and greater opportunities for service—not only at work but also in the rest of your life.

*"Each one should use whatever gift he has received to serve others,  
faithfully administering God's grace in its various forms"*

—1 Peter 4:10, (NIV)

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So what does it mean to you that you use your gifts to serve others? How are you currently using your gifts and passions as an act of service?

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As God's workmanship created in Christ Jesus for good works, you are unique—unlike any other person ever created. Your fingerprints and DNA are evidence of this. You were designed for a unique purpose that you alone were created to fulfill.

That's right! You were created not only for the universal purpose of giving God glory but also for an additional unique purpose—a distinctive role that defines *how* you can reflect God's glory.

How are you currently reflecting God's glory?

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This counter-cultural shift in thinking provides a unique market advantage for you. Consider this principle:

**There is no one like you—anywhere.**

**There never has been—there never will be.**

**You are unique—individually crafted by the hand of God.**

So what does this mean in light of being created in Christ Jesus for good works? Let's explore the answers to this question in three parts:

- Five Factors of Your Unique Design
- Introducing the "X" Factor
- For Good Works

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**Five Factors of Your Unique Design**

In the recruiting and career planning profession, we use these five factors all the time. They can help you discover and better understand your gifts, passions and calling. Use the space provided after each one to list facts that will begin to build a picture of your unique design.

**1. Experiences:** Your background – Personal, educational, vocational.

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**2. Abilities:** What you do best – Talents, knowledge, skills.

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**3. Interests:** What you like best – People, places, things, activities you enjoy.

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**4. Personality:** How you do what you do best – Natural behavior.

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**5. Values:** What is important to you – Work and life purpose and principles.

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## Chapter Two: *You! Created for Good Works*

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Now, let's summarize the five factors of your unique design in two ways: Gifts and Passions.

### Experiences + Abilities + Personality = Gifts

Your gifts are the combination of your experiences (personal, educational, vocational), abilities (talents, knowledge, skills) and your personality (natural behaviors).

### Interests + Values = Passions

Your personal passions include both your interests (what you like most) and your values (what is really important to you).

### **Introducing the "X" Factor**

The "X" Factor encompasses much more than your job, career or work. It is the active presence of Jesus Christ—through the Holy Spirit—in your whole life, including your job, career or work. It begins the millisecond you are created anew in Christ Jesus by accepting Him as your Lord and Savior. Consider this thought...

*"Therefore if anyone is in Christ, he is a new creature; the old things passed away; behold, new things have come."*

—2 Corinthians 5:17 (NASB)

The "X" Factor brings to life the real you as God's workmanship. Many people believe that your capacity and passions, ignited by the Holy Spirit, are transformed into spiritual gifts.

I must confess that as a Christian, I went a lot of years without being aware of the Holy Spirit and the important role He could play in my life. I was aware of my capacity and passions, but it never occurred to me that they might become supernatural!

I don't mean to frighten you or make you hear "oooo-eeee-oooo" in the background; I just want to open your eyes to the thought that you have much greater power and wisdom available to you when you follow the Holy Spirit's leadership.

So let me ask you, what might happen in your life if you allowed the "X" Factor to ignite the unique qualities you identified in The Five Factors? What would change? What would stay the same?

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You are gloriously unique. Made on purpose for a purpose in Christ to do good works for which He created you. As a formula, it looks like this:

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**Experiences**  
+  
**Abilities**  
+  
**Personality** + **The "X" Factor** = **Created for Good Works**  
+  
**Interests**  
+  
**Values**

I encourage you to explore, educate and employ your gifts and passions in service to others, allowing the "X" Factor to mold who you are and all you do.

### For Good Works

In the beginning was the work. And the work was good. That's right! From the first few pages in the Bible:

*"God saw all that He had made, and behold, it was very good."*

—Genesis 1:31 (NASB)

*"Then the LORD God took the man and put him into the garden of Eden to cultivate it and keep it."*

—Genesis 2:15 (NASB)

One immediate reaction to this verse may be that work is now cursed, but that is not true. Notice that the ground was cursed, not the work. The ground may grow thorns and thistles, but the work itself can still be good, fruitful and a blessing.

For example, let's look at your current job as "good" or "bad" work based on a variety of external factors. Take a moment to rate your current work life on 10-point scale, with 10 being the best.

|                              |       |
|------------------------------|-------|
| Fun tasks                    | _____ |
| Competent/cooperative people | _____ |
| Pleasant environment         | _____ |
| Meaningful mission           | _____ |
| Positive results             | _____ |
| Lots of money                | _____ |
| Nice boss                    | _____ |

Now consider how good or bad your work is in light of these thoughts.

*"... obey those who are your masters on earth, not with external service, as those who merely please men, but with sincerity of heart, fearing the Lord. Whatever you do, do your work heartily, as for the Lord rather than for men, knowing that from the Lord you will receive the reward of the inheritance. It is the Lord Christ whom you serve."*

—Colossians 3:22-25 (NASB)

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May I propose a radical thought?

Good works are not good because of external factors. Works become “good” because you work whole-heartedly—taking full advantage of your being created in Christ—using all of your capacity and passions as for the Lord! So, regardless of how you rated your work earlier, the issue with any legitimate work is not just what you do – it’s also how well you do it.

A friend once came to me about struggles at work. He felt his boss was being completely unreasonable. Have you ever felt like that?

As he told his story, I began to understand.

*“My boss is constantly on my case. He thinks my office is a mess, that I make personal calls on company time and that I am always late. What he doesn’t understand is that to the untrained eye my desk might look like a mess, but I know exactly where everything is. I might make a personal call here and there during the work day and occasionally I have been known to slide in a little late, but I stay late every day to make up for it, so it shouldn’t matter to him as long as I am getting the work done, right?”*

I understood his plight; it wasn’t the first time I had heard a similar story. Can you guess what advice I gave him? It was very simple.

1. Clean up your office.
2. Quit making personal calls during the day.
3. Arrive on time or, better yet, early.

I asked him to implement these changes over the next 30 days, and then we would revisit the issue of his unreasonable boss.

Can you guess what happened 30 days later? He and his boss were changed men. My friend “obeyed” his boss, and his boss was pleased! The issue wasn’t the boss or even “the work”; the issue was how he did the work.

Have you ever been in a similar situation – working for an unreasonable boss? Share your story.

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Are you working “heartily, as for the Lord” in your current situation? If yes, how? If not, how might your current circumstances be different if you did?

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**Chapter Two: You! Created for Good Works**

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Working as for the Lord is key to walking in the works He has for you. We'll learn more about this when we finish exploring this verse. Be expectant!

In the meantime, take some time this week and continue to explore, educate and employ your gifts and passions in service to others. Then ask and allow the X Factor to mold your calling and multiply your efforts.

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**Chapter Two: You! Created for Good Works**

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**Scripture to Memorize**

***"Whatever you do, work at it with all your heart, as working for the Lord."***  
—Colossians 3:23 (NASB)

**In a Nutshell**

1. God has given you unique gifts.
2. God has created you with unique passions.
3. God's Spirit empowers you for your calling.
4. Your diligence results in good works.

**For the Group**

**Discussion Questions:**

1. What struck you most in this chapter?
2. How would you describe your natural capacity, personal passions and spiritual gifts?
3. For what good works do you think you are created?
4. How would you rate your working with all your heart on 10 point scale – 10 whole heart?

**For "Extra Credit"**

**Your Exclusive Appointment with the Creator**

Increase your time alone with the Lord by five minutes. Ask Him for a spirit of wisdom and revelation in the true knowledge of Jesus Christ as it relates to your:

- Experiences
- Abilities
- Personality
- Interests
- Values
- Spiritual Gifts

**Further Study if You Wish...**

Learn more about your personality—how you do what you do best—your naturally recurring behavior. Go to Crown Financial Ministries CareerDirect® Guidance System on line and take a free, confidential *Personality I.D.* <http://www.careerdirectonline.org/personalityID/>

- It is not a test. There are no right or wrong answers.
- The results will help you understand your basic personality profile and the characteristics shared by most people with that profile.

What did you learn?

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## **Chapter Three**

### ***God Prepared Works—Just for You***

## Real Success at Work: *Hearing and Following God's Calling* Chapter Three: *God Prepared Works-Just for You*

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How are you doing after that last chapter? I can only imagine how overwhelmed you might feel.

One scripture that keeps coming to mind as we continue on this journey together is found in Galatians 2:20. It's a great reminder of who we are and what we have in Christ.

*"I have been crucified with Christ; and it is no longer I who live, but Christ lives in me; and the life, which I now live in the flesh I live by faith in the Son of God, who loved me and gave Himself up for me." (NASB)*

Knowing and understanding your identity in Christ is huge! Applying that knowledge to your gift set and the work that's before you each day can be a little intimidating at first.

But here's what I've found to be true. As you begin to understand and use your gifts in service to others, you will experience true joy and unmatched freedom. You will be walking in the work for which you were made. How awesome is that?

So how do you do that? To walk in the "good works" He has for you requires the full use of your unique workmanship—all of your gifts and passions with all your heart as for the Lord.

Now comes the fun part of this verse—the part that almost makes you stop in your tracks and wonder—how'd He do that?

*"We are God's workmanship, created in Christ Jesus for good works, **which God prepared beforehand** so that we would walk in them."*

—Ephesians 2:10 (NASB)

"...which God prepared beforehand..." Think about the implications and applications of this phrase to your life right now. Write your thoughts and feelings here.

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When I first read this phrase, I freaked! No, really ... I did. After all we've studied so far, you might now be asking yourself the same questions I pondered.

- What about my goals? My plans? The commitments I have already made?
- What if I don't want to do what He has prepared?
- What if He calls me to Africa or some other place I hadn't planned?
- How in the world will I figure out what God has prepared for me?
- What if I misunderstand what He's saying?
- Am I hearing His voice or someone else's?
- Am I seeing His vision for my future or just a hallucination?

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**Chapter Three: *God Prepared Works-Just for You***

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With which of these questions do you identify the most? What other questions occur to you?

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This four-word phrase took everything I knew about my profession of recruiting the right people for positions and turned it inside out. My whole process of career planning reversed. Just imagine this opening line: *"I am looking for the person and work that God has already selected and prepared."*

Sounds crazy doesn't it?

I tried ignoring this truth—for years. Then on a recent trip to East Asia, the Lord absolutely ripped the floorboards out of my foundational principles of career planning and recruiting.

As I listened to factory workers, managing directors, orphanage helpers and missionaries, I heard testimony after testimony about God speaking first and them following—even though they felt neither equipped nor impassioned.

Here are just two sound bites from what I heard.

1. *"I was a computer consultant in London visiting in Dallas, believing God wanted me to network for a job in East Asia. I met business owners who wanted to start a factory there, and they believed that I was the person God had selected. I knew nothing about their product line, nothing about manufacturing and nothing about management. I did not speak the language very well. That was three years ago."*

When I heard his story, we were touring his very successful, growing factory with 70 employees, low turnover and high productivity.

2. *I was a factory worker, and through my church, a friend invited me to volunteer working with children in an orphanage. I did not want to go and did not like working there. Yet, afterward, I felt God wanted me to go back and apply for a job. I said to Him, "Please God, if you want me to work there, would you please give me a heart for the children?"*

I can still see her in my mind's eye in the orphanage with her arms around her adopted son, talking with great joy and peace about God's faithfulness to give her "skills and a heart for the children."

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My conclusion?

God's calling is more important than gifts and passions. These are crucial for being a good steward of God's calling, but they are not the determinants of His calling. His calling was placed on our lives beforehand.

When He made us in our mother's womb, He knitted us together for a specific purpose. As seen in the testimonies above, by being sensitive to how you're made and to God's calling on your life, you might find works He has planned since the beginning of time for you to experience and enjoy. Your role is to be ready and willing to do them when He calls.

God doesn't always call the equipped, but He always equips the called.

So, if this is all true, then how do you discern God's will for your life? How do you find the work He has prepared for you? May I recommend two approaches together: practical and spiritual.

**On a Practical Level ...**

You need to be a wise manager of all He has entrusted to you—especially your abilities, interests, personality and values as ignited by the Holy Spirit. As you seek to discern where God may be calling you, it's important to evaluate, understand, and take your current situation before Him to see what He wants you to do next.

1. **Plan:** Develop a plan. How are you currently managing your time, talent and treasures? Where might He want you to invest them? What are the current opportunities? Do your homework. Seek wise counsel. Submit your plan to the Lord through daily quiet times.
2. **Organize:** Prioritize. Identify what you need to do to accomplish the plan He has given you. Ask the Lord to order your steps.
3. **Act:** Get started. Faith always requires an action. Whatever He's called you to do, just do it. Ask Him to open and close doors. Actively listen for His guidance and direction.
4. **Follow Up:** Are you getting the results you planned for? Why or why not? What is God trying to teach you through this process? Ask for His will, not yours, to be done.

How are you currently being a good steward of your resources: time, talent and treasure? Knowing what you know now, what might you do differently?

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## Real Success at Work: *Hearing and Following God's Calling* Chapter Three: *God Prepared Works-Just for You*

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Ask God for a spirit of wisdom and revelation with your whole heart – the seat of all understanding and discernment.

*When Solomon asked God for an understanding heart to discern between good and evil,  
"It was pleasing in the sight of the Lord...God gave Solomon wisdom and very great  
discernment and breadth of mind, like the sand that is on the seashore."*

—1 Kings 3:9-10; 4:29 (NASB)

While seeking God and His wisdom and revelation, consider waiting actively. Bloom where you are planted. Make the most of today and keeping your eyes open for tomorrow. As we shift from practical to spiritual approaches, read and think about Psalm 37:3-4:

*Trust in the LORD and do good;  
dwell in the land and cultivate faithfulness.*

*Delight yourself in the LORD  
and he will give you the desires of your heart. (NASB)*

### **On a Spiritual Level ...**

Finding God's will is not a game of hide and seek, but it *does* require a deep desire and effort on your part. Try these 11 actions that help people connect to God and His calling. Any one of them will help, but the more of them you combine, the richer your experience will be.

#### **1. Worship God.**

Drawing near to God puts things in perspective in two ways. First, you begin to see God for who He really is. He is awesome and majestic! You cannot help but praise and worship Him. Second, when you begin to see Him for who He is, then everything else begins to look much smaller. For example, when David fought Goliath, he did not look at how big Goliath was. Instead, he looked at how big his God was, and Goliath looked much smaller.

*Ascribe to the LORD, O mighty ones,  
Ascribe to the LORD glory and strength.  
Ascribe to the LORD the glory due his name;  
worship the LORD in the splendor of his holiness.  
—Psalm 29:1-2 (NIV)*

#### **2. Read and Study the Bible.**

First, foremost, and forever, the Bible is God's authority and manual for living. Consider it as daily bread, and feed from it every day. If you have never read the Bible, let me recommend starting with the Gospel of Mark or John. Then read the book of Ephesians or read a Psalm every day for a month. If you've never studied the Bible, go to a church that preaches Jesus Christ as the only Son of God and the Bible as the Word of God. Ask the pastor to recommend a Bible and a study. God has already revealed much about His will in the Bible.

*"Your word is a lamp to my feet  
and a light for my path."  
—Psalm 119:105 (NIV)*

## Real Success at Work: *Hearing and Following God's Calling*

### Chapter Three: *God Prepared Works-Just for You*

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#### 3. Pray.

Be in conversation with God every day, perhaps multiple times each day. He is always available. Pray for guidance. Try reading a Psalm as your own personal prayer.

*Let the morning bring me word of your unfailing love, for I have put my trust in you.  
Show me the way I should go, for to you I lift up my soul.*  
—Psalm 143:8 (NIV)

#### 4. Listen to God.

Prayer is two-way communication. In a journal or notebook, write down thoughts that come to your mind for later reflection and Bible study; remember these thoughts when you are seeking counsel, and be alert to unfolding circumstances. God will strengthen and guide you.

*"Be still, and know that I am God."*  
—Psalm 46:10 (NIV)

#### 5. Be with Other Christians.

Spend time with Christians whom you like and who like you. Study the Bible together, and pray with them. Encourage one another. Follow the ABCs: Accountability, Belonging and Care.

*"And let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another—and all the more..."*  
—Hebrews 10:24-25 (NIV)

#### 6. Seek Counsel.

Seek wisdom from others who love and follow Jesus. Some may be your friends. Some you may talk with only once or twice. Each person will have some wisdom to share with you.

*"Let the wise listen and add to their learning,  
and let the discerning get guidance."*  
—Proverbs 1:5 (NIV)

#### 7. Consider unfolding circumstances.

Be a good steward of the opportunities God gives you. Pay attention to open and closed doors. Consciously invite God into your decision-making process as you pray about each situation. As you evaluate counsel, circumstances and what you sense in prayer, remember that the highest authority is God's Word. When it speaks clearly to an issue, conflicting counsel must yield. Open doors do not always equal God's will.

*"Be very careful, then, how you live—not as unwise but as wise,  
making the most of every opportunity, because the days are evil."*  
—Ephesians 5:15-16 (NIV)

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**8. Confess and Clear Your Head.**

A clear head is critical in thinking through options and seeking God's leading. It is easy to become confused, especially if sin obstructs your relationship with the Lord. As soon as you become aware of sin in your life, confess it and clear it out every day. Replace it with what God wants you to do.

*"If we confess our sins, He is faithful and righteous to forgive us our sins and to cleanse us from all unrighteousness."*  
—1 John 1:9 (NASB)

**9. Be Alert for God's Peace.**

As you consider various options and paths, be alert for the peace that transcends all understanding, even in the midst of the most chaotic of times.

*"And the peace of God, which transcends all understanding, will guard your hearts and your minds in Christ Jesus."*  
—Philippians 4:7 (NIV)

**10. Keep a Journal.**

It can be helpful to keep track of what you learn from your Bible reading, thoughts you have during prayer, advice you receive from your friends, unfolding circumstances and things that bring you God's peace. Over the coming days, weeks or even years, you will see trends and revelations from which you can draw instruction, encouragement and stimulation.

*"Thus says the LORD, the God of Israel, Write all the words which I have spoken to you in a book."*  
—Jeremiah 30:2 (NASB)

**11. Trust and Obey.**

There is no other way! If you think the Lord wants you to do something in alignment with everything we've been talking about—especially what you've read in the Bible—then do it! If He calls you, follow Him. If He shows you the next step, walk in it. Obedience operates like a power company: obey God in each step, and He generates the power and light for you to see the next step. Consider what Jesus said:

*"Whoever has my commands and obeys them, he is the one who loves me. He who loves me will be loved by my Father, and I too will love him and show myself to him."*  
—John 14:21 (NIV)

As you hear and follow God's calling, you'll learn more about the gifts and passions He has given for accomplishing His unique purpose for your life. As you follow God step by step, you will find yourself to be the right person in the right place at the right time.

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As you consider your relationship with God, rate how well you are hearing Him on a 10-point scale – 10 of course is perfectly: \_\_\_\_\_.

Take comfort in the fact that God designed you beforehand. Discovering what God is calling you to do should be neither fearful nor restricting; rather, it is exciting and liberating. What I've learned is that spending time alone with Him is key to discerning what He wants to do with you.

In what ways can you improve your hearing God's voice?

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Real Success at Work: *Hearing and Following God's Calling*  
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**Scripture to Memorize**

*"Delight yourself in the LORD and he will give you the desires of your heart."*

—Psalm 37:4 (NASB)

**In a Nutshell**

1. God created unique works for you beforehand.
2. Walking in them is a present-tense activity.
3. Practical steps guide our discovery.
4. Our Father knows what's best.

**For the Group**

**Discussion Questions:**

1. How do you feel about the idea that God has prepared good works for you to walk in them?
2. What work do you think the Lord is preparing for you?
3. How well do you think are you hearing the Lord's calling?
4. In what ways can you improve your hearing?

**For "Extra Credit"**

**Your Exclusive Appointment with the Creator**

Try to increase your time alone with the Lord by an additional seven minutes this week. As part of your extended time with God, try the ACTS guideline provided below.

**Adoration**

*"Yours, O LORD, is the greatness and the power and the glory and the majesty and the splendor, for everything in heaven and earth is yours. Yours, O LORD, is the kingdom; you are exalted as head over all."*  
—1 Chronicles 29:11 (NIV)

**Confession**

*"If we confess our sins, he is faithful and just and will forgive us our sins and purify us from all unrighteousness."*  
—1 John 1:9 (NIV)

**Thanksgiving**

*"Give thanks in all circumstances, for this is God's will for you in Christ Jesus."*  
—1 Thessalonians 5:18 (NIV)

**Supplication (asking)**

*"Do not be anxious about anything, but in everything, by prayer and petition, with thanksgiving, present your requests to God."*  
—Philippians 4:6 (NIV)

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**Further Study if You Wish!**

Read Genesis 39—the biblical account of Joseph's career path—from favorite son to slavery, prison and finally prime minister of Egypt.

- How would you rate the goodness and badness of his work as a slave and then as a prisoner?
- What practical lessons from the story of Joseph can you apply to your current work life?

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## **Chapter Four**

### ***You Can Do It!***

## Real Success at Work: *Hearing and Following God's Calling* Chapter Four: **You Can Do It!**

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"We are God's workmanship, created in Christ Jesus for good works, which God prepared beforehand **so that we would walk in them.**"

—Ephesians 2:10 (NASB)

By now you know it's no secret: God has designed you uniquely with gifts, passions and a specific purpose in mind that only you can fill. No one else fits His description of you; no one ever will!

You are created in His image to reflect His glory and walk in the works He has prepared in advance for you. If God prepared it, you can do it! So, what does that look like? Like David versus Goliath:

*"David ran quickly toward the battle line to meet the Philistine.  
And David put his hand into his bag and took from it a stone and slung it,  
and struck the Philistine on his forehead. And the stone sank into his forehead,  
so that he fell on his face to the ground."*

—1 Samuel 17:48-49 (NASB)

When I studied the David-Goliath story (1 Samuel 17), I saw several principles of how to walk in the work God has prepared—regardless of how impossible and fearful it might be:

- Trust and obey.
- Show up and step out.
- Remember past victories God has given you.
- Compare how big the impossible is to how big God is.
- Determine what might be lost and give it to God. You cannot lose what you give away.
- Use the weapons with which He has trained and equipped you (not someone else's).
- Face the fear. When it is time, run quickly into the battle.

So, let me ask you, what Goliaths do you face in your life?

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To walk in the works God has prepared for you requires both strength and courage.

Look at the story of David and see how his brothers mocked him, how the king challenged him and how Goliath started with the trash talk. I believe it took both strength and courage to overcome not only the enemy, but even his family and his king.

Isn't this a small picture of what life is like today? You get a sense of what God might be calling you to do, but as soon as you mention it to someone, doubt and fear creep in—complete with words like "failure" flashing across your mind—and you dismiss the notion altogether.

But deep down inside aren't you wondering: what if?

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Let's assume that Ephesians 2:10 is true about you. That YOU are God's workmanship created in Christ Jesus for good works He planned in advance so that you would walk in them.

Here's the logical follow-up question: what good works do you believe He's prepared for you to walk in? (Set aside any current obstacles. Remember that no work is too small or too big.)

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What changes or decisions do you need to make in order to in the works God has prepared?

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As the story David illustrates, we must allow God to liberate us from our fears and manifest the glory of God that is within us. Consider this Scripture:

*"This is what the LORD says:  
'Stand at the crossroads and look; ask for the ancient paths,  
ask where the good way is, and walk in it,  
and you will find rest for your souls...'"*

—Jeremiah 6:16 (NIV)

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Crossroads are decisive moments in our lives that I think are engineered by God. In my mind's eye, I see a crossroads formed by the shadow of the cross of Christ laid across our path—providing a way for us to come to Him.

Since crossroads require a decision, our natural tendency is to either avoid them or rush through them impulsively. But God doesn't work that way. It's in these crossroads that He develops our character, integrity, patience, perseverance, endurance, faith, trust, and obedience. In essence:

**It's one thing to hear God calling;  
It's another to follow Him.**

That gap has been rightly called a "crisis of faith." There is cost, risk and fear! Are you hearing God right? What if you fail? What might you be required to give up? Most often I hear some version of "I can't afford" to follow Him. Regardless of whether the focus is money, time, lifestyle, location or some other obstacle, until we're ready to give God all we are and all we have, we will miss the abundant life He offers.

In what area of your life do you believe God is seeking to take you outside your comfort zone?

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What changes do you need to make for God to grow you into the works He has for you?

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As the Lord shows you the "good way," don't be afraid; just walk in it. Easier said than done, I know. But take heart, do not respond as the Israelites did in Jeremiah 6:16: *"We will not walk in it."*

I remember a time when I was afraid to approach a very prominent businessperson about an idea I thought God wanted me to share. A friend asked why I was afraid. I said, "I don't want to fail!" Then she told me:

*"Success is not the point. Obedience is the point.  
It's through obedience that God makes us who He wants us to be."*

—Patti Gordon



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**Chapter Four: *You Can Do It!***

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Do you believe this to be true? If so, what is the next step you can take to begin to experience the life—the work—God created beforehand for you to walk in?

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As we begin to wrap up our time together, let me encourage you. You are God's workmanship, created in Christ Jesus for good works, which God prepared beforehand so that you would walk in them. The God who created the universe, created you. He has a plan for you. And no one can thwart that plan when you are hearing and following His calling.

Winston Churchill once said:

*"Success is not final, failure is not fatal: it is the courage to continue that counts."*

Even in the midst of life-and-death battles—even for the whole country of England during World War II—he reminded the people that courage is vital to success.

Success or failure, winner or loser—none of those words define who you are. God does. You are created in Christ Jesus for good works that He prepared in advance so that you would walk in them.

**You, my friend, are His masterpiece, and  
You can do all things through Him  
Who strengthens you!**

Real Success at Work: *Hearing and Following God's Calling*  
**Chapter Four: You Can Do It!**

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**Scripture to Memorize**

*"I can do everything through him  
who gives me strength."*

—Philippians 4:13

**In a Nutshell**

1. We are to walk in works God prepared for us.
2. God provides crossroads as decision points.
3. We focus on obedience rather than "success."
4. God provides success *through* our obedience.

**For the Group**

**Discussion Questions**

1. What are the good works God prepared so that you would walk in them?
2. What Goliaths do you face?
3. What can you do to overcome these Goliaths?
4. What will you do if you don't earn or have enough money?

**For "Extra Credit"**

**Your Exclusive Appointment with the Creator**

Hopefully you've discovered that your time alone with the Lord each day is invaluable. It gives you an opportunity to hear from Him and order your thoughts for the day.

As you continue to seek the work He has for you to walk in, I would encourage you to take a personal retreat. Spend a half-day alone; go for a walk or a hike. Find some time to get away from the noise of the world and be still—just you and the Lord. Explore together His plan for your life through prayer and reading His word.

- Ask God to reveal the good works He has prepared for you.
- Meditate on how to walk in them.
- Offer praise and thanksgiving.
- Ask Him for your next steps.

Concentrate on one short passage this week. If one doesn't come to mind, consider this one:

*"Rejoice always; pray without ceasing; in everything give thanks;  
for this is God's will for you in Christ Jesus."*

—1 Thessalonians 5:16-18 (NASB)

## Real Success at Work: *Hearing and Following God's Calling*

### Chapter Four: *You Can Do It!*

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#### Further Study if You Wish:

The “crisis of faith” gap we discussed in this chapter is very real. There is cost, risk and fear! The people I counsel often voice some version of “I can’t afford” to follow Him.

Let me encourage you: please don’t let money be a stronghold to keep you from experiencing all God has for you in this life. As you consider your life, work, career and job, there are two truths that often compete:

1. It’s always about money.
2. It’s always about more than money.

God has a lot to say about money. There are 2,350 verses in the Bible that deal with it, including most of Jesus’ parables. These four principles will help you see God’s perspective on money.

1. How we handle money impacts our relationship with God: *“Therefore if you have not been faithful in the use of [worldly] wealth, who will entrust the true riches to you?”* (Luke 16:11, NASB).
2. God is the Owner of all: *“Everything in the heavens and on earth is yours, O Lord”* (1 Chronicles 29:11, NLT).
3. God requires absolute honesty: *“You shall not steal, nor deal falsely, nor lie to one another”* (Leviticus 19:11, NASB).
4. Jesus taught that faithful and profitable handling of money is rewarded: *“‘Master, you entrusted five talents to me. See, I have gained five more talents.’ His master said to him, ‘Well done, good and faithful slave. You were faithful with a few things, I will put you in charge of many things; enter into the joy of your master’”* (Matthew 25:20-21, NASB).

For more information on what God has to say about money, go to [www.crown.org](http://www.crown.org), click on *Money Map* and discover a proven, simple step-by-step financial life plan that works for everyone. The map is easy to understand and follow. And every step along the way you’ll enjoy greater financial freedom to walk in the good works God has prepared for you. While you’re on Crown’s site, click on the “Articles” box at the top to check out a wealth of information on all kinds of financial topics.

Real Success at Work: *Hearing and Following God's Calling*  
**Congratulations on Completing Your Study!**

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## Congratulations!

May we suggest rewarding yourself and your group with a celebration of fellowship—perhaps around a meal next week?

Would you also consider praying for yourself and your study partners every day:

*O God, please help me to hear and follow your calling.  
The good works you prepared for me.  
And grant me Your wisdom, strength and courage  
To walk in Your works successfully*

If the Real Success at Work study has stimulated your interest in exploring God's calling, career direction or job search, we have a gift for you...

A free copy of the new 2010 Crossroads Career® Workbook with free access to the 200+ Crossroads Career Resources on [www.crossroadscareer.org](http://www.crossroadscareer.org). It is called...

## Maximize your Career

You will find practical and spiritual career guide with exercises and devotionals available as a downloadable document for printing and an online resource with links to hundreds of career tools and resources. The workbook maps a six-step process of exploring crossroads in your career:

|                   |                               |
|-------------------|-------------------------------|
| Step 1 Attitude:  | Accept Loss & Opportunity     |
| Step 2 Aptitude   | Discover Your Strengths       |
| Step 3 Altitude:  | Target Marketing              |
| Step 4 Searching: | Find Opportunities            |
| Step 5 Sorting:   | Two-Way Interviews            |
| Step 6 Selecting: | Walk in Work Prepared for You |

To download the workbook and sign-up for 200+ online career resources for free, go to [www.crossroadscareer.org/workbook](http://www.crossroadscareer.org/workbook).

**Facilitator's Guide**  
**How to Lead Your Group**

## Real Success at Work: *Hearing and Following God's Calling* Facilitator's Guide: *How to Lead Your Group*

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### The Tools for This Series

Crossroad Career® has prepared a comprehensive study to bring the principles of this series alive in each participant's life. Your job is to guide your group through the study sessions, discussion questions, and exercises, allowing them to discover the concepts, embrace their meaning and apply them to their lives.

*Real Success at Work: Hearing and Following God's Calling!* is more than just a course. It is a four-week experience that equips the people in your group to experience God's presence in their lives when they wonder "What is God's will for my life?"; "Is there more to life than just this?"; or "Is it okay to want to be happy in the work I do?"

The study leads participants through a multitude of Scriptures in the process of understanding Ephesians 2: 10. Their reading and analysis during the week enables them to personally reflect on and apply God's Word to their circumstances.

We've provided four questions to help create connection and conversation during your group discussion time. At the end of each week's study, you'll find a "For Extra Credit" section with two additional features: "Your exclusive appointment with the Creator" and "Further study if you wish." The first is a guide for individual prayer and quiet time. The second offers additional information and online resources.

### Getting Started: Five Easy Steps

Several basic ingredients are essential to any successful group study. Before you plan the first meeting, you should work through these fundamentals.

- 1. Pray!** Only God can change the hearts of men and women, and prayer is your most powerful tool. As the leader of your group, this is your logical starting place.
- 2. Organize.** Consider asking one or two others to share the leadership load by helping you plan, promote the series, distribute materials, etc.
- 3. Gather needed materials.** Before starting the course, make sure that each participant has his or her own copy of the study guide. You may want to have extra copies on hand to accommodate late additions to your group.
- 4. Encourage attendance.** Send out an email to the group inviting them to attend each week. Remember to follow up with all participants to make them feel welcome.
- 5. Prepare to lead the sessions.** Complete the chapters ahead of time. What questions are you drawn to during the study? Do you have relevant personal experiences that you could share with the group? Some of the best discussion questions are those you create yourself out of your own experience. Feel free to improvise and personalize the study to fit your audience.

Real Success at Work: *Hearing and Following God's Calling*  
**Facilitator's Guide: How to Lead Your Group**

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### **Tips for the Successful Facilitator**

**Love and Encourage:** The leader's primary responsibility is to love and encourage group members. People are more receptive to spiritual truth when they have been loved. People want to know how much a leader cares before they care how much the leader knows.

**Be Prepared:** Another main objective is to work through every part of the study prior to the meeting time. Review the discussion questions and come up with a few of your own. Some of the best conversations and questions come out of your own personal study.

**Be Yourself:** The others in your group will appreciate and follow your example of openness and honesty as you lead, so set a good example! The best way to encourage those in your group is not to impress them with your own wisdom, but with your sincere desire to live out these principles in your own life. When they sense that you are real—that you are not above the issues that challenge them—they will be encouraged to press on. The transparency of your group may be the crucial ingredient that sparks their motivation to overcome their own personal challenges.

**Guide the Discussion:** The discussion questions will raise some interesting conversation in your group. However, you can also lose focus during discussion time if the topic drifts or people present opinions that do not represent biblical teaching. Don't discourage people by suggesting that their opinions are inappropriate; instead, gently guide the conversation back to a related point that is covered in the study. That can only happen if you are familiar with the lessons.

# Real Success at Work: *Hearing and Following God's Calling*

## Facilitator's Guide: *How to Lead Your Group*

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### How to Structure Your Group Time

Whether you are leading this series in Sunday school or in a group Bible study, you'll find the materials are well-suited to most small group settings. The study is designed to fit into a 60- or 90-minute segment over four weeks. You can take longer for discussion or to review the previous week's material if time permits.

### Before the Course

If this group is meeting for the first time, we recommend an introductory meeting for getting acquainted and handing out the materials. Encourage all participants to share a little bit about themselves: name, profession, how they heard about the group, one thing they hope to gain from the study and maybe a funny or interesting personal fact.

### Before Each Class

1. Complete the study and review the discussion questions.
2. To dig a little deeper before the group time, spend additional time in the "Extra Credit" section—particularly in prayer for the group. Remember to check out the available online resources, and if group participants haven't seen them, encourage them to do so.

### In Class

1. Review the Content: What stood out to you? What challenged you? What were the top one or two takeaways from each week's study that you want like to implement?
2. Discussion Questions: The study guide contains questions to help generate connection and conversation. Try to have everyone share and participate.
3. Suggested Meeting Format:

Arrive, meet and greet, pray (10-15 minutes)  
Review the content (10-15 minutes)  
Group discussion (30-40 minutes)  
Prayer requests and group prayer (10-15 minutes)

### After Class

1. Encourage group members to complete the study prior to each week.
2. Pray for each member by name every week.



## About the Author

Brian Ray is founder of the Crossroads Career Network and continues to lead the development and launch of Network ministries. He is also the owner of Primus Consulting, Inc., a retained executive search and consulting firm. Formerly, Brian was Vice President and Executive Committee Member of the Chick-fil-A restaurant chain.

A graduate of the University of North Carolina at Chapel Hill, Brian holds a Bachelor of Arts in Journalism, as well as Master of Science in Communication from the University of Illinois. Brian and his wife, Kristy, reside in Charlotte, North Carolina and have four grown children and seven grandchildren. They are members of Transformation Church in Charlotte, while Brian remains active with the North Point Community Church GlobalX mission team in Alpharetta, Georgia.

## About the Crossroads Career® Network

Comprised of a network of member churches ([www.crossroadscareer.org/locations](http://www.crossroadscareer.org/locations)), we help people in our congregations and in our communities to maximize their career in two ways:

- Online career resources
- On-the-ground, volunteer-led career ministries

At the heart of our ministry is the 2010 Crossroads Career® Workbook featuring a 6-step process of career exploration and job search while hearing and following God's calling. We have developed a buffet of resources, programs and materials for:

- Explorers ([www.crossroadscareer.org/explorers](http://www.crossroadscareer.org/explorers)) searching for jobs, careers, calling
- Churches /Volunteers ([www.crossroadscareer.org/churches](http://www.crossroadscareer.org/churches)) looking for ways to minister
- Employers ([www.crossroadscareer.org/employers](http://www.crossroadscareer.org/employers)) seeking candidates through churches

The Crossroads Career Network began in 1997 in a single church with three local business volunteers helping people walk through crossroads in their careers. It has grown to a membership of 100+ churches and 20+ states with hundreds of volunteers and thousands of registered participants. For more information about the Crossroads Career® Network, visit [www.CrossroadsCareer.org](http://www.CrossroadsCareer.org) .