



YOUR CAREER & THE KINGDOM

KEY TAKE-AWAYS:

- Understanding the high call of God
- Defining your career mindset
- Learning how LifeMission fits with your career
- How to refine your career

SUMMARY

Most Christians see business as a six-day experience and church as only one. The reality is that the Kingdom is a seven-day operation. God is measuring your return on investment in Kingdom terms, not money. Therefore, our careers must be refined with Kingdom terms in mind.

Here are some biblical measures of how God views work:

- 1. God commends productive effort over self-serving leisure as a way of life.** (1 Thessalonians 3:6-10)
- 2. Career activities produce the financial capacity to fund your responsibilities and ministry services that extend the Kingdom.** (Acts 20:34-35)
- 3. Professional activities provide opportunities to enhance God's image through your superior efforts.** (Colossians 3:23)



When we think of the “high call” of God, we most likely picture the role of the clergy. Most times, we think of ourselves as the layman in the pew, donating resources but leaving the work of the Kingdom to the clergy. Jesus, Peter, and Paul were both. They had careers and then transitioned to Kingdom work. Paul even did tentmaking and ministry at the same time. Like each, if you eventually transition into your LifeMission, you will need to consider your career instrumental to the transition.

BATTLE READY CAREER TERMS

- Be motivated by God-honoring passion
- Refine to perform only tasks that use your God-designed uniqueness
- Work less, make more money
- Increase discretionary time

MAKE IT PERSONAL

1. List how your career serves God’s glory and His Kingdom’s purposes today.

2. What does your Heavenly Father love about your career?

3. How does He use your career?



BATTLE READY Living:

- You see your career as a tool to serve your LifeMission.
- You practice refining your career to be motivated by God-honoring passion and use your God-designed uniqueness.
- You believe that the high call of God is maximizing the ROI on what God has invested in you.



THE 80/20 PRINCIPLE

KEY TAKE-AWAYS:

- Understanding the 80/20 principle and how to apply it.
- Multiply your capacity and remove the waste of work that is not your genius.
- Immediately create margin through the elimination of no-results tasks.
- Learning to use margin in your schedule to pursue LifeMission and a balanced LifeMastery.

RESOURCE MATERIAL: "The 80/20 Principle" by Richard Koch

SUMMARY

The 80/20 principle might be the most effective Time Leadership strategy available. As we say in **BATTLE READY**, your strategic behavior plus time will lead to your significance. The 80/20 principle is the ultimate strategic behavior.

The principle is simple: 20% of what you do yields 80% of your results. Twenty percent of what you do has little to no yield. The remaining 60% of your efforts result in low returns. Importantly, the 20% with the highest yield is you operating in your God-designed potential, passion, and purpose. Doing what you are created for and wired to do has tremendous results. Conversely, the 20% with little to no results are tasks you generally loathe.



Begin by listing every task you do and rating it based on how it feels to complete it and your results. The magic in this principle is that if you stop doing things you tend to struggle with and strategically multiply tasks in which you're a master, your productivity will be entirely off the chart. You can take the model further by delegating as many low-return activities as possible. The goal is to do far more with much less effort, creating a margin for you to begin focusing on your LifeMission. This model must be applied and reapplied yearly at a minimum but as frequently as every quarter.

MAKE IT PERSONAL

1. List your top 10 responsibilities in your career.

2. Rate your use for each of your responsibilities. Label as “Incompetent/weak”, “Competent/ok”, “Excellent/good,” or “Natural talent/strong”

BATTLE READY Living:

- You constantly reassess how the tasks you do use your talent.
- You have margin in your schedule to practice LifeMission.



YOUR GOD-DESIGNED POTENTIAL

KEY TAKE-AWAYS:

- Appreciating yourself as the workmanship of God.
- Understanding your God-designed talent.
- Focus on multiplying the use of your strengths.
- Learn to use your strengths to address weaknesses.

RESOURCE MATERIAL: Strengths Finder 2.0, by Tom Rath

SUMMARY

You are a masterpiece. God created no one else like you. Unfortunately, humility has been confused with thinking less of yourself; humility is simply thinking of yourself less. To move into a powerful LifeMission, you must embrace yourself as God's beautiful creation. Accessing your brilliance won't be easy if you don't believe it exists.

In **BATTLE READY**, we talk about triangulating your unique Potential/Passion/Purpose to identify the activities God has designed you for. We explore your Potential under **BATTLE READY** because your career uses your natural talent. Exercising and leveraging your natural talent leads to multiplying work with the highest ROI. As discussed in the last module, you can re-ine your career under **BATTLE READY** terms to increase your availability for LifeMission.



The Gallup Strengths Finder Assessment ranks your five highest talent themes from the 34 themes that occur most in the population. It's the combination of your top 5 strengths which make you unique (1 in 33 million). Each talent theme has a definition. Combine descriptions of your top strengths to get a complete description of your natural talent. Most people get their assessment and fail to do anything with it:

1. **Name it:** define and remember your natural talents.
2. **Claim it:** understand and own them.
3. **Aim it:** repeatedly choose activities that use your talents.

AROUND THE TABLE

1. What's your favorite strength?

2. Which strength do you rely on when in a bind?

3. Which strength frustrates you most?

BATTLE READY Living:

- You believe and value yourself as one of God's masterpieces.
- You know your strength themes and intentionally aim them.
- You arrange and rearrange your work to multiply the opportunity to use your strengths.
- Your strengths are a filtering force for what you say 'yes' to.



POTENTIAL - YOUR ROLE IN PRODUCTIVITY

KEY TAKE-AWAYS:

- Understanding the three stages of productivity.
- Discover your best role in productivity.
- Learning to aim your talent within your best role.

RESOURCE MATERIAL: "Managing Corporate Lifecycles", by Ichak Adizes, Ph.D.

SUMMARY

Understanding corporate cycles is critical to understanding your leadership and where it's best inserted. Most start-ups never make it off the ground. The entrepreneur trying to start a business is in the Originator role. Questions and ideas consume the Originator. Originators initiate the productivity process. Next is the Organizer role. If a start-up gets off the ground, it's typically because an Organizer is involved in the team. Organizers discern the best ideas and strategize how to put them into play. Finally, good businesses run well because they have an Operator. The Operator role is competent at executing and finishing.

Originators create ideas, develop strategies, and run production. Originators and Operators are opposites and may have difficulty working together if they don't clearly understand where each brings value. Organizers naturally see the value of both the Originator and the Operator. They also tend to lean one way or the other. Accordingly, some people see their best role as a combination. Originators/Organizers are good at discerning the best ideas. Organizers/Operators are best at putting ideas into action.

Which one fits you best? Intentionally engaging in a role that fits your natural talent will maximize your results.



MAKE IT PERSONAL

Determine your Natural Order for (Originator/Organizer/Operator):

- Your Career: _____
- Your Current Position: _____
- Your Future LifeMission: _____

BATTLE READY Living:

- You understand people's different orientations and roles in productivity.
- You are familiar with your role and intentionally focus your natural talent this way.



POTENTIAL - YOUR DISTINCTIVE CHARACTERISTICS

KEY TAKE-AWAYS:

- Understanding how your experiences shape your potential.
- Discover which experiences give you the most career leverage.

SUMMARY

We have discovered that your natural talent is the raw ingredients God has given you for greatness. He also specializes in developing your design through your experiences. In His Call to Transformation, God expects growth. Growth requires experiences, many of which include trials and challenges. The more challenging the experience, the more likely that challenge will provide you with more significant potential. Experience shapes our character. Can you name the best of them?

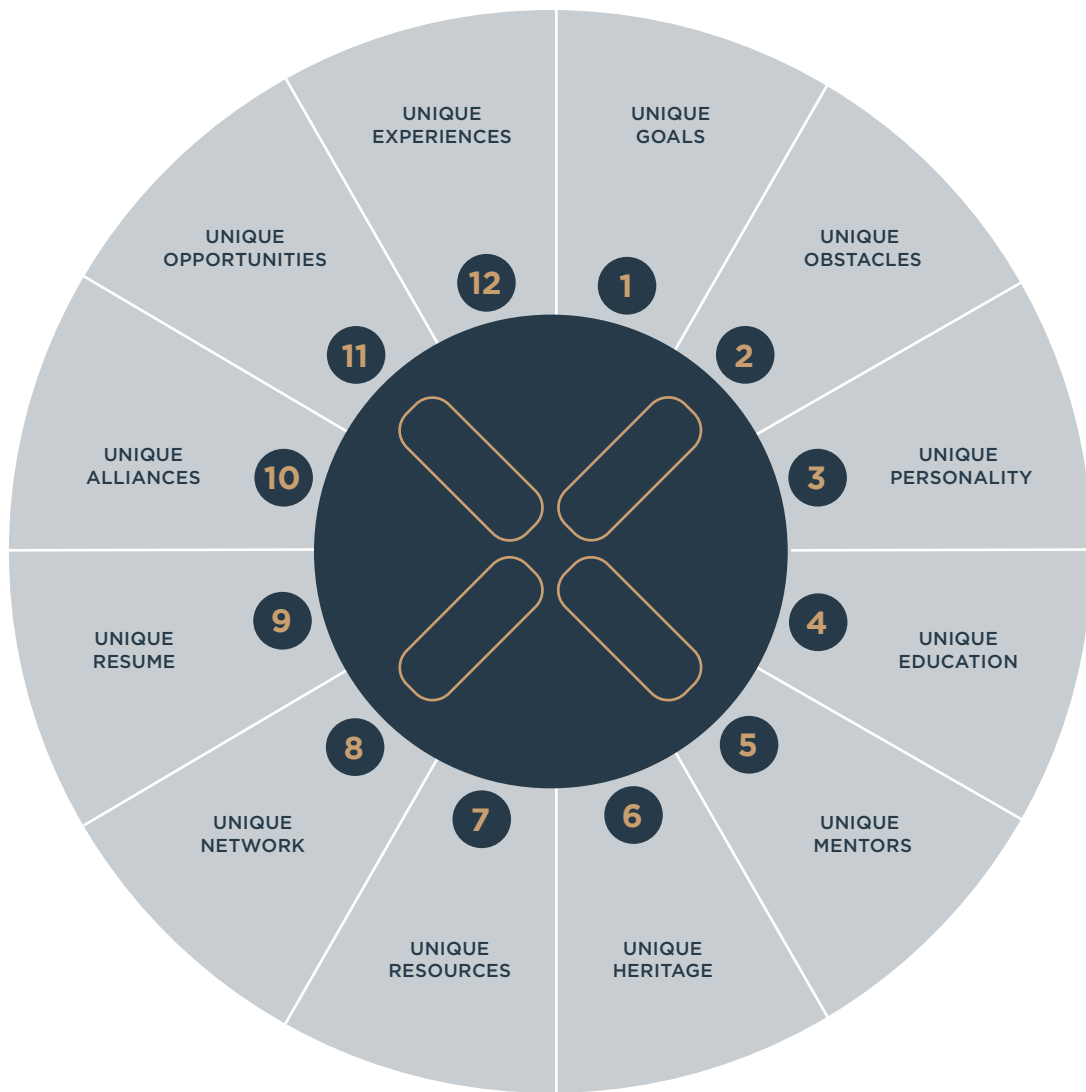
We call these experiences your Distinguishing Characteristics. They distinguish you because they are uniquely yours. They all point in one direction: where you will be most influential and produce the most results. For example, your Strength Finder results are 1 in 33 million. When we combine your Strength Finder results, Organization Orientation, and Distinguishing Characteristics into a Potential Dashboard, no one on earth is like you. We want you to be as familiar with your uniqueness as God is.

Using your journal, list your top three answers in each category. Afterward, identify the top four Distinguishing Characteristics that provide you with the most opportunity in your Career. These are the top four that have the most market value.



WHAT ARE YOUR...

- | | |
|-----------------------|--------------------------|
| 1. UNIQUE GOALS | 7. UNIQUE RESOURCES |
| 2. UNIQUE OBSTACLES | 8. UNIQUE NETWORK |
| 3. UNIQUE PERSONALITY | 9. UNIQUE RESUME |
| 4. UNIQUE EDUCATION | 10. UNIQUE ALLIANCES |
| 5. UNIQUE MENTORS | 11. UNIQUE OPPORTUNITIES |
| 6. UNIQUE HERITAGE | 12. UNIQUE EXPERIENCES |





DISCUSSION

Share any revelations about your uniqueness that you realize, perhaps for the first time, or that you may have been undervalued in the past.

BATTLE READY Living:

- You are familiar with your uniqueness and view it as God’s masterpiece design.
- You focus on aiming and leveraging your unique design to maximize your opportunity to use it in your career.



STRATEGIC CAREER MANAGEMENT

KEY TAKE-AWAYS:

- Refining your career to pursue your LifeMission.
- Learn how to put 80/20 into practice.
- Evaluating career opportunities.

SUMMARY

The summation of your God-designed Potential is the blend of your Strengths, Natural Order, and Distinguishing Characteristics (life experiences). As we've discussed, these inform some details of God's masterpiece - YOU. If you don't value your unique qualities, you will not pursue them. In this module, you must take ownership of your Potential and be highly familiar with it. You have a choice. Will you keep doing your job, or will you maximize your potential?

Maximizing your potential and specializing in whom you're created to be is aimed at increasing your margin. With the time you gain, you will invest in all aspects of **BATTLE READY** and schedule Focus Days to pursue your LifeMission. We leverage the 80/20 Principle and model to explain the process of career refinement. Career refinement, and then LifeMission refinement, is a lifelong process. It requires another career assessment, which should be performed no less than annually.



CAREER EVALUATION

Thinking of a new role you're seeking or have sought in the past, evaluate the opportunity based on your Potential:

- How many of your Natural Talents would be employed?

- How many Distinguishing Characteristics would add value?

- Would your Natural Order be in alignment with the enterprise?

BATTLE READY Living:

- You perform career assessments annually at a minimum.
- You are a master at evaluating and re-evaluating your current role to refine it, increasing the opportunity to work most closely with your design.
- You are shedding responsibilities that are not in your genius effectively.