



Passing the Baton of Work

Adapted from "Passing the Baton" series by Scott Erickson

Our culture is facing tremendous challenges today. One of the reasons for these challenges is that values and convictions have not been successfully passed on to those we love. As a result, many young people buy into all kinds of different ideas and persuasions. This lesson looks at passing the baton of work to our children and grandchildren. Consider the following Gallup Report:

The percentage of U.S. workers in 2015 who Gallup considered engaged in their jobs averaged 32%. The majority (50.8%) of employees were "not engaged," while another 17.2% were "actively disengaged." The 2015 averages are largely on par with the 2014 averages and reflect little improvement in employee engagement over the past year.

The 2015 employee engagement average is based on Gallup Daily tracking interviews conducted with 80,844 adults working for an employer. Gallup categorizes workers as "engaged" based on their ratings of key workplace elements -- such as having an opportunity to do what they do best each day, having someone at work who encourages their development and believing their opinions count at work -- that predict important organizational performance outcomes.

Engaged employees are involved in, enthusiastic about and committed to their work. Gallup's extensive research shows that employee engagement is strongly connected to business outcomes essential to an organization's financial success, such as productivity, profitability and customer engagement. Engaged employees support the innovation, growth and revenue that their companies need.

Yet, most U.S. workers continue to fall into the not engaged category. These employees are not hostile or disruptive. They show up and kill time, doing the minimum required with little extra effort to go out of their way for customers. They are less vigilant, more likely to miss work and change jobs when new opportunities arise. They are thinking about lunch or their next break. Not

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engaged employees are either "checked out" or attempting to get their job done with little or no management support.¹

¹ "Employee Engagement in U.S. Stagnant in 2015," Gallup, January 13, 2016, <http://www.gallup.com/poll/188144/employee-engagement-stagnant-2015.aspx> (accessed August 2, 2017).

COURAGE

C1: Write out your father's and grandfather's vocation.

- Why was this their vocation?
- What was their attitude in regard to their vocations?

C2: What is your vocation?

- Why is this your vocation?
- On a scale of 1-4, with 1 being very well and 4 being not well, how well has your attitude been about your vocation? Write out a plan of improvement.

C3: What is your plan to teach your children and grandchildren about God regarding their life's work and vocation? Write it down.

STRENGTH

S1: If you are going to help your children and grandchildren approach their life's work correctly, you must teach them what God has to say about work. Read and answer the following.

1 Corinthians 10:31 (ESV)

- From this verse, what is the main objective of the believer's life?
- On a scale of 1-4, with 1 being very well and 4 being not well, rate yourself on how well you please God and promote His glory in your life. Write out a plan to improve.

S2: Read and answer the following.

John 9:1–7 (ESV)

- How do you make sure your vocation is a tool by which you can serve God?
- How should a believer regard their work in life?
- On a scale of 1-4, with 1 being very well and 4 being not so well, rate yourself on how well you have a biblical understanding of your vocation. Write out a plan to gain better understanding.

S3: God calls all of us to live and serve Jesus every day. Read and answer the following.

John 9:4 (ESV)

- From this verse, what is your responsibility to God?

Ephesians 2:10 (ESV)

- From this verse, how should work flow from our lives?

Colossians 3:23 (ESV)

- From this verse, what is your accountability to God for your life?

- On a scale of 1-4, with 1 being very well and 4 being not well, rate yourself in how well you are living out this verse. Write a plan to improve.

ENDURANCE

E1: When one follows Christ even the mundane is renewed. Read and answer the following.

John 6:29 (ESV)

- From this verse, what does John tell us our divine objective is?

E2: After Jesus has been received, His presence needs to be revealed in your life. Read and answer the following.

John 14:12 (ESV)

- From this verse, what are three things that need to be revealed in our lives?
- On a scale of 1-4, with 1 being very well and 4 being not very well, rate yourself on how well Jesus is revealed in your life to others. Write out a plan to improve.

E3: God has given us a divine opportunity to honor him through our vocation. Read and answer the following.

John 9:4 (ESV)

Psalm 90:12 (ESV)

Colossians 3:23–24 (ESV)

Romans 6:13 (ESV)

- What are four things you can gather from these verses about God's view regarding vocation?



E4: A father feels the weight to pass on these instructions to his kids and grandkids. Write out your plan to pass on what matters most to your children and grandchildren – a biblical view about a one's vocation.