Subject: Sunday Sermon Recap: A Heart Blinded by Self-Righteousness, Job 22

Dear Church Family,

What a great passage. I am grateful for the many that are being blessed by both the teaching and small group time. If you were unable to join us, or if you simply want to revisit what was covered, the following recap is offered for your reflection and encouragement. We have also posted an expansive set of discipleship materials [HERE].

Summary: The sermon explored Job 22:1-30, the final speech of Eliphaz, one of Job's three friends. Through Eliphaz's words, we examined how self-righteousness can blind even well-intentioned people to the truth about God, about others, and about themselves. Eliphaz's performance-based theology led him to falsely accuse Job of wickedness, misrepresent God's character, and prioritize being right over offering genuine comfort. The sermon challenged us to guard our own hearts against this same tendency, to instead anchor our understanding of God in what He has revealed about Himself rather than in our circumstances, and to hold fast to Him even when we cannot fully understand what He is doing in our lives.

Takeaways:

1. Self-righteousness distorts our perception of both God and others. Eliphaz's worldview was shaped by a performance-based faith that measured spiritual standing by outward conditions and circumstances. When we fall into this same pattern, we risk misreading what God is doing and causing real harm to those around us who are already suffering.

2. We cannot always distinguish between divine testing and divine correction, but we can know God. As the sermon reminded us, we can know He will not forsake us, that He is sovereign, and that even in the hardest seasons, He is glorified and pleased by our faithfulness and trust in Him. May we not forsake the One we know for all we do not know.

3. Even flawed theology can contain seeds of truth, but right doctrine must be handled with love. Eliphaz's closing exhortations in Job 22:21-30 contain genuine and meaningful truths about submitting to God, receiving His Word, and finding contentment in Him alone. Yet those truths were weaponized rather than being offered in love, which serves as a sobering reminder that correct theology applied without compassion can wound rather than heal.

As we carry these things into the week ahead, let us be people who are more committed to knowing God rightly and loving others well than to winning arguments or

defending our own understanding. Job's story ultimately points us to the gospel: God does deliver the guilty, and that is the good news upon which all our hope rests.

Blessings to you and yours,

Pastor Jim

Job 22:1-30, **A Heart Blinded by Self-Righteousness**
Discussion Prompts

Don't be shy or embarrassed, this is a safe place to talk, learn, and grow. All of us should walk with an attitude of grace and Godly love in encouraging one another to contribute to our shared growth in the Lord.

For more discussion questions helping your faith to grow, please download the sermon documents typically posted the day after each sermon on the watch tab of our App or website.

1. The sermon observes that Job's friends cared more about being right than bringing Godly love and comfort to a friend in distress -- how do you strike the balance between speaking truth and prioritizing compassion when someone you love is suffering?

2. Do you place de facto limits on God's sovereignty? How? Why?

3. Eliphaz correctly exhorts Job to submit to God, receive His Word, and return to abiding -- yet his application of these truths was corrupted by a performance-based worldview -- how do we ensure that even our correct theology is applied with the right spirit and motivation?

4. The sermon highlights that God takes pleasure in mankind living out His image out of love for Him -- how does understanding that God desires relationship rather than mere performance change the way you approach your daily walk with Him?

Job 22:1-30
A Heart Blinded by Self-Righteousness

I. Introduction: Three Big Ideas

- **Job 22:1-3**: Eliphaz's Self-Righteous Worldview;
- **Job 22:4-11**: Eliphaz's Determination (and correction) of Job's Flawed Character; and
- **Job 22:12-30**: Eliphaz's Determination (and correction) of Job's Flawed Theology.

II. Job 22:1-3: Eliphaz's Self-Righteous Worldview OR Putting God in His Place (according to Eliphaz)

- God desires to be in relationship with us and to use us for His glory.

III. Job 22:4-11: Eliphaz's Determination (and correction) of Job's Flawed Character

- How can we know the difference between testing and correction? How about spiritual warfare, testing, and correction?
- If a lie is spoken enough, it is often believed.

IV. Job 22:12-20: God's Sovereignty

- Do we place limits on God's sovereignty?

V. Job 22:15-20: Man's Accountability to God

Additional Scripture References: Job 42:7-10

VI. Job 22:21-30: Get Right With God!

These notes are NOT a transcript. The actual sermon may include considerable differences.

A Heart Blinded by Self-Righteousness

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Job 22:1-30

VII. Introduction: Three Big Ideas

1. The big-ideas found in this, the last of Eliphaz's speeches, are three-fold, including:

   Job 22:1-3: Eliphaz's Self-Righteous Worldview;

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   Job 22:4-11: Eliphaz's Determination (and correction) of Job's Flawed Character; and

   Job 22:12-30 Eliphaz's Determination (and correction) of Job's Flawed Theology.

2. No matter what Job was saying, Eliphaz has 'heard' from Job's words that Job has a high opinion of himself. What's more, Eliphaz has determined to correct Job one last time.

3. Before getting into today's passage, consider a bit of history in light of the friends performance-based faith. Turn back a few pages with me to **Job 1:8**, where we read the words of God:

   Then the LORD said to Satan, "Have you considered My servant Job, that *there is* none like him on the earth, a blameless and upright man, one who fears God and shuns evil?" - Job 1:8

   Job and his friends belonged to a club. A community of the wealthy attributing their wealth to their deeds-led-faith. Yet, we read that Job is chief among them. In this and the subsequent chapters, we can know the friends identity was tied up in their circumstances. It is also entirely possible they were envious of Job to start with.

4. All these chapters later, we know Job's relationship with his 'friends' is in its death throes. The friends hearts for restoration, if

there was one, has been destroyed by the heart of self-righteousness.

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VIII. Job 22:1-3: Eliphaz's Self-Righteous Worldview OR Putting God in His Place (according to Eliphaz)

1. Eliphaz opens with framing questions designed to tell Job to sit down, shut up, and accept what is being shared. For Eliphaz, the answers to his questions are no, no, and no.

2. But Eliphaz is NOT God. Scripture teaches that:

   A. God is given pleasure when mankind, created in His image, lives out this image because of our love for Him; and

   B. While God most definitely does NOT need us, His desire is to be in relationship with us and to use us for His glory.

3. I also want to note the second half of v2, where we see Eliphaz's philosophy rests in man-wisdom bringing profit to himself. He is biased with his 'heart-sight' being on the here-and-now as measured by conditions and circumstance.

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IX. Job 22:4-11: Eliphaz's Determination (and correction) of Job's Flawed Character

1. More questions with obvious 'no' answers opening the door to Eliphaz's conclusion that God's correction is because of Job's wickedness.

2. I think this a great point to stop and consider an often asked question…how can we know the difference between correction and testing? While there are often great clues (e.g. is God being brought glory, are we being drawn closer to God, are we being shaped more like Him, how are the circumstances and conditions aligning with Scripture), we *can't* always 'know' with absolute certainty. What's more, as we are witnessing here in Job, we

cannot always discern the difference between spiritual attacks and testing or just the consequences of living in a fallen world.

Yet, we can know God and His faithfulness. We can know He will not forsake us. We can know He will see us through the fires of this life. We can know He is sovereign. We can know that even in the hard things, God is brought much glory and pleasure by our faithfulness and trust in Him. So, again, may we not forsake the One we know for all we don't know.

3. Highlighted by the accusation of stealing money in v6, Eliphaz catalogues Job's wickedness with great detail mostly focused on greed and being cruel to the needy. A clear conclusion from the friends speeches is that saying something is true does not make it true. However, in what is a great caution in our day, we have learned that if a lie is said enough, it will be believed by many.

4. In vs10-11, Eliphaz's truth about Job reads like: "Your life has turned to rubble. With snares all around you, you fear your life. It's not true, but it does reflect his performance-based view of faith; that is, we get what we deserve.

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X. Job 22:12-14: God's Sovereignty

1. In vs 12-14, Eliphaz continues with his leading questions. This time however, he is leading toward 'yes' answers. Yes, God is in the height of heaven. Yes, God knows all and can judge through the deep darkness.

2. Yet Eliphaz's errant theology is on full display in v14 as he suggests God having limitations it seems hard to believe Job would agree with. Also, Eliphaz needed to square that while God is sovereign, He must have limitations or he would of known of Job's evilness all along.

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XI. Job 22:15-20: Man's Accountability to God

1. While we have repudiated this previously, here, Eliphaz turns to the experience of the past as the basis for his truth claims.

2. In a not-so-veiled slap, Eliphaz's notes it's Job's own pride keeping him from God's good graces. Specifically, if Job where really as righteous as he claims, he would be glad for God's judgment on evil and repent of his own evil.

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XII. Job 22:21-30: Get Right With God!

1. "Get right with God" is a great exhortation.

2. There are some amazing truths in Eliphaz's theology of blessings and corrections of the here-and-now being contingent upon one's performance. There is also some just-plain-wrong theology in here.

   A. V21: Submit and be at peace with God and good will come. Yet, we know the good has already come in our being in His presence.

   B. V22: Receive His transforming Word in your heart.

   C. V23: Return to abiding and obedience; evil will no longer be your master, if you will.

   D. V24-25: True, everlasting contentment is found only in God for He is your all in all (1 Cor 15:28)

   E. V26: This is perhaps my favorite verse in this whole passage, the imagery of lifting up ones face to God speaks of complete trust and faith in God and accessibility to Him. It also carries with it the knowing that God's promises are for you.

   F. V27-29 relay truth regarding the value of prayer, obedience, and humility, but Eliphaz wrongly applies them in trying to bring healing via works or performance-based faith in response to Job's evilness.

G. V30: It is true that God delivers the guilty…that is the gospel of Jesus Christ. In a sense, even part b of this verse is true as God used Job to pray for his friends and deliver them from God's wrath in **Job 42:7-10**.

3. One last thought or three.

A. Trust God and press into Him in all seasons…correction, testing, spiritual attacks, and consequences of living in a fallen world…just press in and faithfully seek and follow Jesus. *Read John 14:18-20*;

B. We can see how destructive theology can overcome the best of intentions. We are also left with a bitter taste when we realize Job's 'friends' care more about being right than bringing Godly love and comfort to a friend in distress. God's is our hope and restorer…His theology is right even when ours is NOT.

C. May we seek to know and testify His word that we may be His instruments in souls being encouraged and saved.

[Prayer]

5-Day Devotional
Job 22:1-30
A Heart Blinded by Self-Righteousness

Day 1: When Self-Righteousness Blinds the Heart
Reading: Job 22:1-3; Luke 18:9-14

Devotional: Eliphaz opens his final speech convinced he has Job figured out. His worldview is tightly constructed around performance, circumstance, and self-made wisdom. But a heart shaped by self-righteousness cannot truly see another person's pain, nor can it accurately see God. In Luke 18, Jesus contrasts the self-righteous Pharisee with the humble tax collector, where the one who acknowledges his own poverty of spirit goes home justified. The danger of self-righteousness is not merely that it wounds others; it is that it positions us as judge in a seat that belongs only to God.

Examine your own heart today. Where has pride shaped the lens through which you view others in their suffering? In what areas of your life are you tempted to measure God's favor by outward conditions or personal performance? Before offering counsel or correction to someone in pain today, pause and ask God to replace your assumptions with His compassion.

Day 2: The Difference Between Testing and Correction
Reading: Job 1:6-12; Jam 1:2-4; Ro 8:28

Devotional: One of the most honest admissions in this sermon is that we cannot always know with certainty whether we are being tested or corrected. Eliphaz was certain he knew, and his certainty caused great harm. James 1 reminds us that trials produce endurance and maturity, while Romans 8:28 assures us that God works all things together for good for those who love Him. The anchor in the uncertainty is not our ability to diagnose our circumstances but our knowledge of God's character. He is faithful. He is sovereign. He does not forsake His people. When the fires of life are consuming your certainty, hold fast to the One you know rather than surrendering to all you do not know.

Is there a current trial in your life where you have been tempted to assume God's discipline rather than trust His sovereign purpose? Write down three specific truths about God's character and return to them each time anxiety about your circumstances rises today.

Day 3: The Danger of Repeated Falsehoods
Reading: Job 22:4-11; Prov 12:17-19; Jn 8:31-32

Devotional: Eliphaz catalogues Job's supposed wickedness with remarkable confidence and detail. None of it was true. Yet the sermon raises a sobering caution for

our own age: a lie repeated with enough conviction will be believed by many. Eliphaz's accusations sound authoritative, specific, and spiritually grounded. But saying something is true does not make it true. God's Word in Proverbs 12 reminds us that truthful lips endure, while lies last only a moment. Jesus declared in John 8 that knowing the truth sets us free. The antidote to destructive falsehood is not louder argument but deeper rootedness in the truth of Scripture. Guard what you receive, what you repeat, and what you believe about others. Have you ever accepted a repeated narrative about a person or situation without testing it against truth and grace?

Identify one assumption you hold about a person in your life and bring it before God in prayer, asking Him to reveal what is true and what is projection.

Day 4: God's Sovereignty Is Not God's Limitation
Reading: Job 22:12-14; Isa 40:27-31; Psa 139:1-12

Devotional: Eliphaz correctly affirms that God dwells in the heights of heaven and sees through deep darkness. Yet his theology quietly assigns God a limitation, suggesting God could not have known of Job's alleged wickedness all along. This is a subtle but devastating theological error. The God of Isaiah 40 does not grow weary or fail to understand. The God of Psalm 139 knows every path, every thought, every moment of your life. He is not a distant sovereign who occasionally checks in. He is intimately and completely present. When your suffering feels invisible to heaven, remember that God's sovereignty is never diminished by your circumstances. He has not missed a single moment of your pain.

Have you ever quietly believed that God must have overlooked something in your situation in order to allow it to happen? Spend five minutes in silent prayer today, simply acknowledging God's complete knowledge of your life and surrendering one area of confusion to His sovereign care.

Day 5: Get Right With God -- The True Gospel of Restoration
Reading: Job 22:21-30; Job 42:7-10; 1 Cor 15:28

Devotional: Eliphaz's closing exhortation contains fragments of genuine truth wrapped in a flawed framework. Submit to God. Receive His Word. Return to abiding. Find your contentment in Him alone. Lift your face to God in complete trust. These are not small things. Yet Eliphaz attaches them to a performance-based system that the gospel dismantles entirely. The stunning conclusion of Job's story in Job 42 reveals that God delivered the guilty, and He used Job, the very man Eliphaz condemned, to intercede for his accusers. This is the gospel. God delivers the undeserving. He restores through the broken. He is glorified through the faithful. As 1 Corinthians 15:28 declares, the end of all things is that God may be all in all. That is not a reward for performance. That is grace.

Where in your spiritual life have you confused sincere devotion to God with earning His favor through performance? Read Job 42:7-10 slowly and prayerfully. Then offer a prayer of intercession for someone who has wounded you, trusting God to be the restorer of both your souls.

Small Group Study Guide
Job 22:1-30
A Heart Blinded by Self-Righteousness

Opening Prayer: Pray that the Lord would open your eyes to see and understand His word as you discuss the sermon.

Key Takeaways: Query the group for takeaways first...you may stay with one or more of those.

1. Self-righteousness blinds us to truth. Eliphaz could not hear what Job was actually saying because his performance-based worldview had already determined the conclusion. A heart committed to being right will struggle to be genuinely helpful.

2. God does not need us, but He desires us. Contrary to Eliphaz's framing, Scripture teaches that God takes pleasure in those who bear His image faithfully out of love for Him. Our relationship with God is not a transaction.

3. We cannot always distinguish testing from correction. Rather than demanding certainty about why suffering is happening, we are called to anchor ourselves in what we do know: God is faithful, sovereign, and will not forsake us.

4. Destructive theology can overcome good intentions. Eliphaz's words contain fragments of genuine truth, but wrong theology applied to a suffering person does damage rather than bring healing. What we believe about God shapes how we treat people.

5. Even flawed messengers can point toward real truth. Scattered throughout Eliphaz's speech are genuine calls to submit to God, receive His Word, and find contentment in Him alone. Truth does not stop being true because a flawed person speaks it.

Discussion Questions: Did the Holy Spirit prompt any questions with you? Start with those.

1. Think of a time when you were convinced you understood a situation, only to discover later that you had it wrong. What did that experience reveal to you about your own blind spots?

2. Have you ever been on the receiving end of advice that was well-intentioned but ultimately unhelpful or even hurtful? Without naming names, what made it land that way?

3. The sermon describes Eliphaz as operating from a "performance-based faith," the idea that our circumstances directly reflect the quality of our obedience. Where do you see this kind of thinking show up in the church today? Where do you see it in your own heart?

4. In Job 1:8, God describes Job as blameless and upright, a man who fears God and shuns evil. Yet Eliphaz spends an entire chapter cataloguing Job's supposed wickedness. The sermon notes that "saying something is true does not make it true." How do we guard ourselves against accepting repeated false narratives as fact, especially in a culture where a lie told often enough tends to be believed?

5. The sermon raises the question of how we distinguish between God's correction and God's testing. Read Hebrews 12:5-11 together, which describes God's discipline as evidence of His love, and discuss: What does it look like practically to trust God's character when we cannot clearly identify what He is doing in a season of suffering?

6. In Job 22:12-14, Eliphaz affirms God's sovereignty but then quietly assigns God limitations in order to make his own theology work. Have you ever found yourself adjusting your view of God to fit your circumstances or conclusions rather than letting God's revealed character reshape your conclusions? What does that tendency reveal?

7. The sermon points out that Eliphaz's friends "care more about being right than bringing Godly love and comfort to a friend in distress." How does the desire to be right get in the way of being genuinely present with someone who is suffering? What does it cost us to sit with someone in their pain without offering an explanation?

8. The sermon walks through Eliphaz's closing exhortation and notes that it contains both real truth and wrong application. As a group, discuss: Is it possible to say the right things for the wrong reasons or in the wrong context? How does motivation and timing affect the impact of truth?

9. The sermon highlights verse 26 as a favorite, describing the imagery of lifting one's face to God as a picture of complete trust, faith, and the confidence that God's promises are for you. What does it look like in your own life to lift your face to God in a season when circumstances are pressing you downward?

10. The sermon closes by noting that Job 42:7-10 shows God using Job to pray for the very friends who had wronged him. In what ways does Job's story foreshadow the gospel, where God delivers the guilty through the intercession of the one who was wrongly accused and made to suffer?

Practical Applications: Query the group for applications first...you may explore one or more of those.

1. Examine Your Theology of Suffering. Spend time in personal reflection or journaling. Ask yourself honestly: Do I tend to interpret hardship as punishment and blessing as reward? Where did that belief come from, and does it hold up against what Scripture actually teaches?

2. Choose Presence Over Explanation. If you know someone who is walking through a hard season, resist the urge to explain their suffering or offer a solution. Instead, reach out simply to be present. Ask how they are doing and then listen without an agenda.

3. Audit a Belief You Hold Firmly. Identify one conviction you hold with great confidence, whether about a person, a situation, or a spiritual matter. Then ask: What would it look like if I were wrong? Bring that question before God in prayer and ask Him to reveal any blind spots.

4. Memorize or Meditate on a Truth About God's Character. The sermon encourages us not to forsake the One we know for all we do not know. Choose one attribute of God, His faithfulness, His sovereignty, His love, His nearness and spend the week meditating on it, especially in moments of uncertainty.

5. Pray for Someone Who Has Wronged You. Following Job's example in Job 42:7-10, identify someone whose words or actions have caused you harm. Bring them before God in prayer this week, asking for their good and for God's grace toward them.

Closing Prayer Points:

- Ask God to expose the places where your theology has been shaped more by experience, culture, or self-interest than by His Word. Ask Him to make you instruments of genuine comfort, honest truth, and Christlike love to those around you.

Discussion Questions
Job 22:1-30
A Heart Blinded by Self-Righteousness

1. Eliphaz frames his questions in Job 22 to shut down Job's perspective rather than genuinely seek truth -- in what ways might we unconsciously use questions as weapons rather than tools for understanding when we are convinced we are right?

2. The sermon points out that Job's friends may have been envious of Job from the beginning, and that their identity was tied to their circumstances -- how does envy distort our ability to offer genuine comfort and counsel to those who are suffering?

3. Eliphaz could not distinguish between God testing Job and God correcting Job -- how do you personally navigate the uncertainty between divine testing and divine discipline in your own life, and what anchors you when you cannot tell the difference?

4. The sermon warns that a lie repeated enough will be believed by many -- how do we guard our hearts and minds against accepting false accusations or destructive theology simply because they are stated with confidence and repetition?

5. Eliphaz's theology required God to have limitations in order to make his worldview work -- in what ways might our own theological frameworks subtly place limits on God to make our understanding of life's circumstances feel more manageable?

6. The sermon closes by noting that even Eliphaz's flawed speech contained the seed of gospel truth -- that God delivers the guilty -- how does recognizing glimpses of truth within broken theology shape the way you engage with those whose theology differs from your own?

7. Job remained faithful to God even while his friends misrepresented both him and God -- what does Job's perseverance teach us about the importance of knowing God personally and deeply enough that the false testimony of others cannot ultimately shake our trust in Him?

Dinner Conversation Starters
Job 22:1-30
A Heart Blinded by Self-Righteousness

1. **When We Don't Understand Suffering**

   Eliphaz assumed Job must have done something wrong because he was suffering. Why do you think people sometimes jump to conclusions when someone is going through a hard time? How can our family respond with compassion instead?

2. **Knowing God in the Unknown**

   The sermon reminded us not to forsake what we know about God because of what we don't understand. What are some things we know are true about God even when life is confusing or painful?

3. **Being Right vs. Being Loving**

   Job's friends seemed more focused on being right than comforting him. Can you think of a time when you cared more about winning an argument than loving someone well? What could you do differently next time?

4. **The Danger of Self-Righteousness**

   Eliphaz believed his view of Job and God was correct, but he was wrong. What does self-righteousness look like in everyday life? How can we stay humble before God and others?

5. **"Get Right With God"**

   Eliphaz said some true things about returning to God, prayer, obedience, and humility, even though he applied them wrongly to Job. What does it mean for us to "get right with God" in a gospel-centered way?

Family Conversation Guide for Children & Early Teens
Job 22:1-30
A Heart Blinded by Self-Righteousness

AGES 5-7: SIMPLIFYING THE MESSAGE APPLICATION POINTS

1. **Don't Guess Why Someone Is Sad**: Eliphaz wrongly guessed that Job was suffering because he had done something bad. When someone is sad, sick, left out, or having a hard day, we should not assume they did something wrong. We can show love first.

   Discussion Questions:
   (a) What can we say when someone is sad?
   (b) Why is it wrong to make fun of someone who is hurting?
   (c) How did Job's friends hurt him by saying untrue things?

2. **Use Gentle Words**: Job's friends said many things that sounded religious, but they were not loving or helpful. God wants our words to be true and kind.

   Discussion Questions:
   (a) What kind words could you use when someone makes a mistake?
   (b) How do harsh words make people feel?
   (c) What would Jesus want us to say to someone who is embarrassed?

3. **Be Careful With Screens and Games**: Saying something over and over does not make it true. Eliphaz said wrong things about Job with confidence. Not everything we hear in videos, games, or from other kids is true. We should ask a parent when we are unsure.

   Discussion Questions:
   (a) What should you do if you hear mean words in a video or game?
   (b) Should we believe everything we hear online? Why not?
   (c) Who can help us know what is true?

AGES 8-12: BUILDING UNDERSTANDING APPLICATION POINTS

1. **Don't Join the Rumor Circle**: Eliphaz accused Job of sins without knowing the truth. In friendships, sports teams, classrooms, and church groups, we should not spread stories about people when we do not know the facts.

   Discussion Questions:
   (a) Why do people like to guess what happened to someone?
   (b) How can rumors hurt a person, even if they never hear them?
   (c) What could you say to stop gossip without being rude?

2. **Be a Comforter, Not a Corrector First**: Job's friends cared more about being right than comforting Job. When someone is hurting, the first response should often be listening, caring, and praying—not giving a lecture.

Discussion Questions:
(a) Why do we sometimes try to fix people too quickly?
(b) What is a good way to listen to a friend?
(c) How can we remind someone of God's love without sounding harsh?

3. **Don't Treat Faith Like a Scoreboard**: Eliphaz believed good things happen to good people and bad things happen to bad people. That is not always true. We obey God because we love Him, not because we are trying to earn His love or guarantee an easy life.

Discussion Questions:
(a) Does God love us more on good days than bad days?
(b) Why do hard things happen even when we follow God?
(c) What do we know is true about God when life feels unfair?

AGES 11-15: DEEPENING THE CONNECTION APPLICATION POINTS

1. **Refuse Self-Righteousness in Friend Groups**: Eliphaz was blinded by self-righteousness. He thought he understood Job's life better than he really did. Self-righteousness shows up when we think, "I would never do what they did," or "Their problems are their fault." God calls us to humility.

Discussion Questions:
(a) What is the difference between recognizing sin and acting superior?
(b) Why is it dangerous to think, "I would never do that"?
(c) How can humility change the way we talk about people who mess up?

2. **Don't Use Theology as a Weapon**: Eliphaz said some true things about God, prayer, repentance, and obedience, but he applied them wrongly and hurt Job. Bible truth should be spoken with love, patience, and wisdom. Truth is not meant to crush people who are already suffering.

Discussion Questions:
(a) How can true words still be harmful if spoken at the wrong time or in the wrong way?
(b) What Bible truths comfort you when you are struggling?
(c) How can we speak truth without sounding judgmental?

3. Be Slow to Speak Online: Eliphaz made accusations without knowing the truth. Digital spaces reward quick reactions, hot takes, and public judgment. Christians should be slow to speak and careful with people's reputations.

Discussion Questions:
(a) Why do people enjoy watching someone get "called out" online?
(b) What should Christians do before reposting accusations?
(c) How can one careless post damage someone's life?

Tips for Parents

- Be patient and listen: Give your child time to think and respond.
- Relate to everyday life: Use real-life examples and stories familiar to your child to make abstract concepts more tangible.
- Encourage questions: Let your son or daughter know it's okay to ask questions, even if things don't make sense right away.
- Share personal insights: Tell a personal story about a time you experienced these themes, adapting as needed for age appropriateness.

Family Conversation Guide for Gen Z
Job 22:1-30
A Heart Blinded by Self-Righteousness

1. **Don't Diagnose Someone's Pain From the Outside**

   Bible Reference: Job 22:5-11; John 9:1-3; Romans 12:15

   Application: Eliphaz assumed Job's suffering proved Job had done something wrong. Gen Z believers should be careful not to judge someone's spiritual condition based only on what they are going through. Sometimes people suffer because of sin, but sometimes people suffer because life is broken, spiritual attacks are real, and God is working in ways we cannot see.

   Scenario: Someone in your small group, class, or friend circle suddenly becomes quiet, misses church, or seems emotionally overwhelmed. Others start saying, "They must be hiding something," or "They're probably not right with God." Instead of assuming, you privately check in and say, "I've noticed you seem heavy lately. I care about you. Do you want to talk?"

   Discussion: Why is it easier to assume what someone did wrong than to lovingly ask how they are doing?

2. **Be a Comforter Before You Become a Corrector**

   Bible Reference: Job 2:11-13; Job 16:2; James 1:19; Proverbs 18:13

   Application: Job's friends were most helpful when they sat with him in silence. They became harmful when they rushed to explain his suffering. In relationships, wisdom means listening first, grieving with others, and being slow to give advice.

   Scenario: A friend tells you they are struggling with anxiety, depression, family conflict, or doubt. You are tempted to quickly say, "Just pray more," or "You need stronger faith." Instead, you listen, ask questions, and offer to pray with them without making them feel ashamed.

   Discussion: What is the difference between giving biblical encouragement and rushing to "fix" someone?

3. **Don't Use Bible Truth as a Weapon**

   Bible Reference: Job 22:21-30; Ephesians 4:15; Colossians 4:6; 2 Timothy 2:24-25

Application: Eliphaz said some true things about repentance, prayer, humility, and returning to God, but he applied them wrongly to Job. True words can still hurt if they are spoken with pride, bad timing, or wrong assumptions. God's truth should be spoken with love, patience, and humility.

Scenario: In a youth group discussion, someone admits they feel far from God. Another person says, "Well, if you were really obeying God, you wouldn't feel that way." A better response would be, "I'm glad you were honest. God invites us to come near to Him. How can we walk with you in that?"

Discussion: How can we speak truth in a way that helps people move toward God instead of pushing them away?

4. **Reject Performance-Based Christianity**

Bible Reference: Job 22:2-3; Ephesians 2:8-10; Titus 3:5; Galatians 3:3

Application: Eliphaz believed blessing and suffering were directly tied to human performance: good people get good things, bad people get bad things. The gospel teaches that we are saved by grace, not by works. Obedience matters, but it flows from God's love—it does not earn God's love

Scenario: You have a strong week spiritually: Bible reading, prayer, church, and serving. Then something bad happens, and you think, "God, why did You let this happen? I was doing everything right." Or you sin and think, "God must be done with me." Instead, you remember that your relationship with God rests on Jesus, not your spiritual "score."

Discussion: Where do you feel tempted to treat your faith like a performance or scoreboard?

These points aim to empower Gen Z to live out their faith genuinely and courageously in various aspects of their daily lives, reflecting Biblical integrity, compassion, and steadfastness.