

Head-Hunter
Growth Group Discussion Guide
1 Samuel 16:1-13

Intro questions

- Think about a time when you had to recruit, or select someone, for a role—an employee, or teammate, or even a spouse. What criteria were most important to you in that selection process?

1. Read 1 Samuel 16:1-5, then discuss the following.

- What frame of mind do we find Samuel in, when we first see him in v. 1? Why is he in this state?
 - Can you identify with Samuel? Have you ever had a time when one of your significant endeavors seemed to have failed?
 - In that state, how can you bring yourself to be open to a new thing that God may want to do?
- Why does Israel need a new leader? What kind of leader do they need at this point?
- What do you think might have been in Samuel's mind as he approached Bethlehem?
 - What was in the villagers' minds when he arrived?

2. Read 1 Samuel 16:6-11, then discuss the following.

- When Samuel first sees Eliab, what criteria is he using to evaluate the selection of a new king for Israel?
 - In what ways do we tend to do the same thing today, when evaluating people? What factors do we typically look at?
- In v. 7, God says exactly what matters to him when he is selecting people for his purposes. What is it?
 - What do you think it means that the LORD looks at the heart?
 - In what way might this fact be encouraging? In what way might it be frightening?
 - Drawing from this week's sermon, or from your own reading of the Bible, what do we know about David's heart, which God might have considered in selecting him to be king?
 - Is there anything surprising to you about God selecting David here?
- We know that "the LORD's anointed" (v. 6) is translated from the word, "Messiah." What does this fact say about how we interpret and apply the David story?

3. Read 1 Samuel 16:12-13, then discuss the following.

- Why do you think it mattered that this anointing took place "in the presence of his brothers?"
- In what way do we here see God "qualifying" (or equipping) David for the task at hand? What difference would that make?
- What other insights or questions have jumped out at you from this story so far, which you would like to discuss?

4. Application: Pastor Josh took some time in the sermon to suggest ways that this passage might impact each of us. Those possibilities are listed below. Discuss the ones that you feel are most applicable to you, or others that are not listed here. The goal is to let the Scriptures move us to response!

- Like David, we are deeply flawed. Yet in Christ, we are qualified to be used of God in great ways. How do you need to apply this truth?
- How do you tend to evaluate yourself? Do you “over-qualify” yourself, using the world’s standards? Do you *disqualify* yourself, using the same standards? Either way, how do you need to respond?
- Eugene Peterson says, “David is the basic biblical rebuke to the minimizing adjective ‘just’” ([Leap Over a Wall](#)). How does this statement speak to you?
- How do you need to prioritize working on your inner life and character?
- How do you need to adjust the ways you are evaluating people, for various roles? Is there any particular role you’ll be selecting someone for in the coming year?
- Are you like Samuel was in the beginning of the story? How might God want to do a new thing in and through you?
- Other?

5. Prayer

- As always, share other needs in your group, and pray accordingly. But also be sure to pray in regard to the applications that came up in the end of your discussion.