

Calvary Chapel O'Hare
Men's
Servant Leadership Study

Week 8

VALUES

Memory Verse for the Week: Matthew 22:37

Day 1 - Values

Reading - Psalm 15:1-5

Discussion - Values are uncompromisable, undebatable truths that drive and direct behavior. They are motivational – they give us reasons why we do things; and they are restrictive – they place boundaries around behavior. Leadership literature is paying increased attention to the importance of consistent values to a leader's effectiveness over the long haul.

King David demonstrated value-driven behavior in Psalm 15. Notice that he said the person who enjoys the presence of God and lives a blameless life is the one who speaks the truth from his heart (vv.1-2). Because this person values truth in his heart, his words express truth. Because he values kindness, he does no wrong to his neighbor (v.3). Because he values honesty, he keeps his word even when it's difficult (v.4). Because he values justice, he does not accept bribes against those who are innocent (v.5).

Leaders who are value driven reap a great benefit from the Lord. David said they will never fall. Regardless of what may happen around them, they can live with full confidence that the right principles have shaped their values and have guided their decisions. That confidence will give them emotional and spiritual stability. It will enable them to be leaders whom God can use for His glory.

1. As you reflect on this psalm, consider what values drove the psalmist's behavior. As you examine your own life, what values do you see as driving your behavior? _____

2. What values would you like to have drive your behavior? _____

Make it your goal, as you begin this study on values, to more completely integrate godly values into your professional and personal life!

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Day 2 - Values and Who God Is

Values drive actions. God is so aware of our hearts' values that he rejects right behavior performed for the wrong reason. To see how much stake God puts in right values, read His unusual commentary on Israel's religious practices. Isaiah recorded the words in Isaiah 1:10-13.

Reading - Isaiah 1:10-13

Discussion - This startling statement in Isaiah reveals a crucial principle about values. Israel (here figuratively called Sodom and Gomorrah) was doing all the right things, but God called their acts detestable. These people were trying to buy God off with good deeds, but God wasn't buying.

Right acts done for wrong reasons are detestable to both God and people. When helping children develop moral reasoning, we probe their values with the simple question, "Why?" Every moral decision consists of two parts, the content and the structure. Content is the actual decision – "Would you steal?" No!" But the equally important structure question still needs to be asked, the one that taps into underlying values. For instance, we could ask the same child, "Why wouldn't you steal?" If he or she answers, "Because I would be punished if I got caught," most parents would quickly be dissatisfied with the original answer. The second answer indicated that the child values "not being punished" over being honest. Structure defines values, values shape how the child thinks about stealing.

God told Israel that their practice of religion solely to gain a more pleasant or profitable life wasn't enough to please Him. A morality that can be sold to the highest bidder in this way is driven by inadequate values. In the same way, today's leaders who are unaware of their values are vulnerable. Every leader – along with those whom he or she leads – needs to ask "Why" or "Why not?" on a regular basis to spur his or her thinking about which values are directing his or her behavior.

1. Take a moment today to reflect on the various areas of your life and how they are integrated (or not integrated) into your relationship with Christ. List any areas where you are doing the right thing with the wrong motive. (Many times these are in the area of "Christian Service"... Serving but for the wrong reason/motive such as obligation, personal gain, etc.)

Confess these shortcomings to the Lord and ask Him to give you the proper values.

Day 3 - Values and Who I Am

If we look to the world for our moral values, we will be confused by self-interest, social conditioning and situational ethics. The values of our culture are shallow and subjective, but the moral standards of Scripture reflect God's absolute and unchanging character. See Exodus 20:1-17 for the clearest summary of God's values for His people.

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Reading - Exodus 20:1-17

Discussion - God's moral law for His people is an expression of His own changeless perfection. In the Ten Commandments, God is actually calling His covenant people to be like Him, to be holy as He is holy (Leviticus 11:45).

The Ten Commandments begin with our demonstrated relationship with God and end with our relationship with others. In Scripture, righteousness is always realized within the context of relationships; it constantly relates to loving behavior toward God and others. Love does no harm to its neighbor, and as a result, is the fulfillment of the law (Romans 13:10). The whole law is summed up in the command to love our neighbor (Galatians 5:14).

It is one thing to know the right things to do and another to consistently do them. Jesus called us to be perfect as our heavenly Father is perfect (Matthew 5:48), but this is unattainable apart from the power of the indwelling Holy Spirit. Only as we live by the Spirit are we empowered to "put skin on" biblical values and make them real in our own lives.

1. Is your personal vision – your core system of values – in line with what God wants? _____.
2. If your answer to the above was no, which core values do you need to remove from your life and what new values will you chose to replace them. _____

God will accomplish His purposes, as he did with the city of Ninevah. You can choose to participate in God's plan and celebrate His work in the life of your organization, or you can choose to be like Jonah in this passage. It's up to you!

Day 4 - Values and How I Think

Values are interesting to discuss in the abstract, but sometimes "values" get in the way of valuable decisions. Maintaining one's values can cost a leader dearly. So how do we decide what matters most when we're weighing the bottom-line costs against our bottom-line convictions? Jesus teaches us how in Matthew 6:19-21. Read it carefully – it is extremely valuable advice.

Reading - Matthew 6:19-21

Discussion - The first step in effective leadership is defining core values. Until that is done, the ship the leader is trying to steer has no rudder. Vision, mission, strategy and outcomes are difficult – if not impossible – to define until values are clear. Jesus knew that; early in the process of developing His team of disciples, He forced them to confront this foundational issue.

Matthew records Jesus' primer on values in Matthew 6:1-34. Jesus focused his lesson in verses 19-21, don't store up treasures on earth (v.19), but store up treasures in heaven (v.20). Your heart (focus, attention, affection, resources) will center on your treasure (what you supremely value; v.21).

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Jesus urged His disciples to focus their values on things that would bear an eternal return. But how, while making a living on earth, while responsibly leading an enterprise on earth, while providing jobs, product, service and profit on earth, do we build treasure in heaven? This passage presents the crux of the value question. Read 6:1. Got the idea? Who do you work for? Whose nod of approval matters most? Who defines what really matters?

Jesus told His disciples that the core value, the driving value, the eternal value is this: “Does what I am doing please God?” Every other value is second to that one. When that value is in place all other values line up. Matthew 6 is among the most definitive chapters in the Bible for shaping a leader’s philosophy of life and leadership. Spend some time here. Doing so will have inestimable value.

1. If the central, core, prime value is to do what please God in all we do, how do we know what please God. _____

Day 5 - Values and What I Do

The Apostle Paul possessed tremendous resolve because he was able to link his desires with his values. Hackman and Johnson, in their book *Leadership*, provide us with guidance that will help us identify our values and then translate them into a compelling vision. See Philippians 1:21-24 for today’s reading.

Reading - Philippians 1:21-24

Discussion - Paul wrestled with two desires. When he traced these desires back to their core values, he found a resolution. Most leaders today also face the tension between competing value systems and structures. In the face of difficult daily decisions, sorting out primary from secondary values can be frustrating. Hackman and Johnson, in their book *Leadership*, give us some further definition that may help in this dilemma.

First they discuss what values are: “Values are at the core of individual, group or organizational identity. Values are relatively enduring conceptions or judgments about what we consider to be important.” Substantial research suggests “that a number of positive effects result from agreements between personal values and the values most prized in the organization at which we work. Agreement between personal and organizational values result in increased personal identification with the organization, higher levels of job satisfaction, greater team effectiveness and lower turnover rates” (p.89).

Then these two authors go on to identify two types of values: “terminal values” – those that deal with lifelong goals; and “instrumental values” – those that govern behaviors that achieve terminal values. Among their list of eighteen terminal values are freedom, self-respect, mature love, family security, true friendship, wisdom, equality and salvation. Some of the eighteen instrumental values they outline are being loving, independent, capable, broad-minded, honest, responsible, ambitious, forgiving, self-controlled and courageous.

1. Add other personal values to both of these lists, then complete an exercise suggested by Hackman and Johnson: rank-order the values. _____

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- 2. After you've done the above, "carefully examine the list of your top-rated terminal and instrumental values. Look for similarities, patterns, and themes."
- 3. Create a short vision statement from what you find by clarifying your values in this manner. _____

Paul wrestled with his desires until he clarified what he valued. Hackman and Johnson support Paul's decision-making process by telling us that people work better with clearly understood values. Leaders who want to be effective will find that clarifying and communicating values is an essential task. The exercise above will help you do just that.

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