



**BUSINESS FAITH GROUPS**

**Will & Can**

Nehemiah 4

## **I. SESSION OVERVIEW**

- Nehemiah 4
- Discovery | Overcoming negativity
- Business Application | Will & Can

## **II. REVIEW (30m)**

- Personal Catchup
- Review last month's outcomes
- Open in Prayer

## **III. DISCOVERY**

- Read Nehemiah 4 (shared reading)

Set up/ Chapter 4 opens with the walls of Jerusalem being rebuilt, and opposition to the rebuilding of Jerusalem. At this point in the story, the people had bought into God's plan and Nehemiah's vision. They were steadily working to repair the broken walls and burnt gates. Around the circumference of the entire city, everyday-Israelites labored to close the gaps in the wall and reset the entry gates. Everything seemed to be moving along swimmingly, all until the enemy heard of their progress. This is where we jump in to the story.

What jumps out at you?

- Give each an opportunity to share what they discovered as you keep it a conversation integrating your insights and their discoveries.

Isn't it crazy how history repeats itself?

- Sanballat is the Governor of Samaria, and that is the area of Palestine which we today call the West Bank.
- Tobiah is the representative of the country of Ammon, which today is known as Jordan.
- Ashdod is part of the Gaza Strip. It is most interesting that history has repeated itself in our day. you will see these enemies from these same geographic areas still arrayed against the forces of Israel.

## **IV. AREA CHAIR INSIGHTS (30M)**

### **1. Strife & Jealousy**

The enemy was threatened by Nehemiah's success.

The walls were going up and that meant Jerusalem would one day be secure again. The enemies of God did not like that idea. Success meant blocking the enemy's goal of appearance, performance and status. They did not want to see Israel succeed. If Jerusalem were rebuilt, Sanballat and Tobiah would lose valuable trade routes to neighboring provinces.

Constant mockery and insults will wear us down. Here, the people are being told that all their hard work is just a total waste of time. How the enemy loves to feed us lies, and how we love to feed on those lies for some reason. What we do, when we are doing that which God has called us to, does indeed matter.

Progress on the wall brought out the enemy. They became incensed, angry and sarcastic. They felt threatened. They began a campaign of mocking, scoffing, sneering and jeering.

Opposition came because Nehemiah was successful. People will laugh at your failure, and not get to upset about it. But when the enemy of God sees your success, it turns them on and against everyone who is doing His will.

Some people will criticize and oppose a project because of envy. They are simply jealous of someone else's success.

## **2. Rebuild Their Wall**

Did you catch that? (v2)

So who was rebuilding the wall? God was the Architect, and Nehemiah was the contractor. God was at work. It was His will to rebuild the wall and the gates around the city. Anyone in opposition to that goal was in opposition to God.

**Q- How about you? Who owns your business?**

**When it becomes God's, your Why is that much bigger.**

Perserverence, determination, no quit-- Nehemiah was determined that no one but God would stop the work. Good spiritual leaders must have thick skin.

If you never get criticized, the chances are you are not doing the will of God.

**Q- When have I wanted to quit because what I was doing didn't matter and would fall apart even though God had clearly called me to do it?**

I hope you see your ownership as a call.

## **3. Half it's Height**

God did answer the prayer of Nehemiah from verses 4-5, but just not in the way Nehemiah asked.

The people chose not to be swayed, distracted or discouraged, they decided to be determined in this verse. The impossible was happening.... 1/2 the wall was brought up in no time!!!

Sometimes it is easy to miss what God is doing because the opposition takes up so much space in our heads. **Don't miss what God IS doing because it is so easy to get caught focusing on what He is not.**

Q- Am I so focused on what God is not doing, that I am missing what God is doing?

Q-Will I become distracted and demoralized because God has not allowed things to be easy?

Q-Why is it so hard to leave things in the hand of God for whom nothing is impossible and wait for His deliverance, His way?

#### **4. So much Rubble**

The work of rebuilding the walls was not only construction but cleaning and hauling away the rubbish. The ruins of the walls, lying in waste for 100 years had become a collecting point for all kinds of rubbish.

Clearing away the rubbish was not an option – it had to be done. The destroyed parts of the wall and the accumulated rubbish had to be cleared away so the walls could be rebuilt upon their foundations. If they didn't do this, the walls wouldn't stand at all.

For us, nothing much can be built for God's glory unless rubbish is swept away as well. Taking out the garbage can be discouraging work – but it must be done. Before they could build the walls up, they had to tear down and clear away the rubbish. They had to go down before they could go up.

Q- What needs to be removed in you so He can build on the solid foundation?

#### **V. WRAP**

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Environments play a key role in outcomes.

Q- How do you keep going when you receive ridicule & resistance?

Q- Which of the truths is God speaking to you today?

# BUSINESS APPLICATION

## I. SESSION OVERVIEW

- Business Application | Will & Can Matrix
- Tool
- Outcome/ Maintaining balance and knowing when your tank is empty

## II. CONTEXT

Did you notice in this reading that Nehemiah didn't bother using his time & energy to change their attitude? Re-read v1-2 & 10. He kept focus on the mission and kept his team on mission. I think he knew he was better served to keep focused on his mission and his people rather than trying to change others negativity.

v1-10 Attitude (v1-2 Lots of wills) V10 Ability (can)

Leadership is like a journey, not just for the leader but also for those who are being led. It's about understanding, guiding, and inspiring others to achieve their best.

A great example of this is seen in an old tale about three bricklayers classic. Once upon a time, there were three bricklayers. When asked what they were doing, the first bricklayer replied, "I'm laying bricks, just as I have been told." The second one said, "I'm raising a wall to make a living and feed my family." But the third one declared, "I'm building a cathedral!"

All three were doing the same task, but their perspectives differed.

The Power of Attitude;

The three bricklayers had different attitudes toward their work.

- "I'm laying bricks, just as I have been told." The first saw it as a mere job and was following orders.
- The second had a clear goal, feeding his family. "I'm raising a wall to make a living and feed my family."
- "I'm building a cathedral!" The third was working inspired by a meaningful mission. This significantly influenced their motivation, satisfaction, and performance.

In my career, I've worked with colleagues representing the three unique bricklayers types. If I reflect carefully, I have to admit that I've shown these three attitudes at different stages of my career myself.

You can spot people around you who embody the three attitudes I just outlined. They either work on command, pursue a goal, or follow a mission.

While skills can be taught, changing someone's attitude is a more complex challenge. Training can lead a person how to lay bricks or build a wall, but it can't instill the vision of creating a cathedral. This is where the true power of leadership comes in. You can hire for skills, but you will mostly fire for attitude. You should choose your collaborators based on their behaviors, not just their abilities.

### **III. TOOL/Will & Can Matrix**

A few things I've seen on people with poor attitudes. Principles;

- Leaders motivate themselves; and followers wait for others to motivate them
- Self-motivated people give inspired effort; Unmotivated people give required or less-than effort (the Quiet Quitting phenom)
- Are you willing to work on the weakest to make it a strength?
  - o Skill- can be trained, developed but takes longer to acquire
  - o Attitude- Heart change by person but if they choose their speed of development is faster.

Attitude & Ability/

If you have an employee who is underperforming, it's important to assess if it's an ability problem or a motivation problem before determining how to address the issue.

**Pass out the Attitude-Ability Boxes PDF. Explain each box and it's characteristics. It's a conversation so you may have questions of clarity and reflection.**

**Q- As a leader which box would you spend time on initially?**

Prob Boxes 3&4 because these folks who need motivation or need to move on are underperforming and have your attention.

**We often think we can fix everybody.**

**Actually spend time with the top two quadrants (Box 1+2) the high performers and those who are untrained.**

Why? Because they are the key to long-term success.

- Skill can be taught. Will can't be bought.
- Focus on fueling the top 2 boxes rather than the urgent & drain of correcting Bottom boxes.

Boxes 3 & 4/

Some thoughts on the Half-hearted People in Boxes 3&4.

**Q- How much of their attitude depends on them and how much do you believe depends on you as a leader or organization to cultivate?**

When people are only giving half-hearted efforts, they cause direct and indirect damage to those around them, whether family, colleagues, or organizations.

Their primary need is to find a way to take responsibility and re-engage with the people, world, and obligations around them.

Unfortunately, the reason for this hesitance can derive from many places, whether it be getting burned in the past, being overburdened in other areas of life, or because they avoid giving too much of their trust and commitment to others.

**The role of the leader is to create an overall cultural atmosphere that invites people to go deep and to be who they are meant to be. So lean in, set the tone with your example. But many times, you will find, that we can't fix everyone.**

Q- Share your answers in 1:1 or with the larger group.

#### IV. WRAP

As a leader, you may feel like you can “fix” everyone. But today we learned those who are unmotivated are challenging and most likely can only fix themselves. Most likely, they are taking you away from growing your High Performers and those who have great attitudes but lack the training.

**Focus your time, energy and resources on those who are Box 1&2 people.**

Is anyone in this situation today? Fire fast and Hire slow.

How can we pray for you?

#### Action Steps |

Make this your own by evaluating reviewing your team in light of a work Issue, Topic or Task assessing their “Attitude & Ability” using the attached sheet.

- Add Task, Topic, Issue to the top
- Employees name on the left Review, Assess, Create an Action Plan.
  
- What do you need from the group to be intentional and put these tips into practice?
- This month focus on growing your Box 1 & 2 people.

#### GOALS |

- Ask each for their goals from this meeting to the next.
- Commit to prayer & supporting each other.

Name	Business	Personal	Faith
First Name		Strength training	Integration
First Name	LT/Culture	Running (alarms)	Listening to Him
Jon	Culture	Intentionality	Consistency

## ABILITY + ATTITUDE

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1

**CAN'T + WILL**

2

**CAN + WILL**

3

**CAN'T + WON'T**

4

**CAN + WON'T**



### **BOX 1/CAN'T + WILL**

**Untrained workers**

**Motivated but not skilled yet**

**They need;**

- **coaching**
- **check ins**
- **professional growth- skill development**

### **BOX 2/CAN + WILL**

**High performers**

**They need new challenges & affirmation to keep growing**

**They need;**

- **Affirmation**
- **Professional growth opportunities**
- **Acknowledgement**

### **BOX 3/CAN'T + WON'T**

**Need to Exit**

**They don't have the skills and are unmotivated to learn**

**They need;**

- **Honest Feedback**
- **New Role**

### **BOX 4/ CAN + WON'T**

**Unmotivated**

**Bored and need to be managed**

**Drag on culture**

**They need;**

- **Shorter term goals**
- **check ins**

TEAM | ABILITY + ATTITUDE

		TASK		TOPIC		ISSUE	
Title		Can	Will	Can	Will	Can	Will
name\	Pres	YES	YES	YES	YES	YES	YES
name\	VP	YES	YES	YES	YES	YES	YES
name\	CFO	NO	YES	YES	NO	YES	YES
name\	HR	YES	NO	NO	YES		
name\	CMO	YES	NO	NO	YES	YES	YES
name\	VP SALES	NO	YES	NO	YES		
name\	Dir	YES	YES	YES	YES	YES	YES
name\	Dir	YES	NO	NO	NO		

## TEAM | ABILITY + ATTITUDE

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