



## The Servant Leader's Study: Home & Work

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This is a heavy and honorable calling. Balancing the roles of husband, father, and manager requires wisdom that goes beyond simple productivity hacks; it requires a heart posture of stewardship.

Here is a 5-day devotional study designed specifically for your dual role at home and work.

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## Day 1: The Source of Authority

**Theme:** Service vs. Power

### The "Don't Do This" Example: Rehoboam

- **The Story:** In **1 Kings 12**, Rehoboam inherits the throne from Solomon. The people ask for a lighter load. Rehoboam consults the elders (who say "Serve them, and they will serve you") and his young peers (who say "Show them who is boss"). Rehoboam chooses the latter, saying, *"My father disciplined you with whips, I will discipline you with scorpions."*
- **The Result:** The kingdom split. He lost his people because he thought leadership meant dominance.
- **Verse:** *"The king answered the people harshly, rejecting the advice given him by the elders."* (1 Kings 12:13)

### The "Do This" Example: Jesus

- **The Story:** In **John 13**, Jesus, knowing He had all authority from God, did not use it to command attention. Instead, He stripped off his outer clothing and washed the dirty feet of his disciples—even Judas, who would betray Him.
- **The Lesson:** True authority is displayed through secure service, not insecure flexing.
- **Verse:** *"Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet."* (John 13:14)

### Practical Leadership Application

- **At Work:** When a project is behind, do you "crack the whip" (Rehoboam) or do you ask, "What creates friction for you, and how can I remove it?" (Jesus).
- **At Home:** When you walk through the door tired, do you expect to be served because you are the "head of the house," or do you look for ways to serve your wife and children?

### Reflection Questions

1. Where have I recently used my title ("Because I said so" or "I'm the manager") to force compliance rather than earning commitment?
2. What is one specific "dirty job" I can do for my team or my wife today that is beneath my pay grade?

**Prayer** Lord, help me to see that my title is a towel, not a whip. Remind me that I lead best when I serve those You have entrusted to me. Give me the humility to wash feet today.

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## Day 2: Handling Crisis and Criticism

**Theme:** Panic vs. Prayerful Resolve

## The "Don't Do This" Example: King Saul

- **The Story:** In **1 Samuel 13**, Saul is waiting for Samuel before a battle. His soldiers are scared and leaving. Panicked by the visuals of a shrinking team and a growing enemy, Saul disobeys God and offers the sacrifice himself to "fix" the morale problem.
- **The Result:** He lost his dynasty. He led out of fear of the people, not faith in the process.
- **Verse:** "*I felt compelled to offer the burnt offering.*" (1 Samuel 13:12)

## The "Do This" Example: Nehemiah

- **The Story:** In **Nehemiah 4**, Nehemiah is project-managing the rebuilding of the Jerusalem wall. Enemies threaten to kill them; his own workers are tired and grumbling. Nehemiah doesn't panic. He prays, acknowledges the threat, arms the workers, and keeps building.
- **The Lesson:** A leader absorbs chaos and radiates calm.
- **Verse:** "*Don't be afraid of them. Remember the Lord, who is great and awesome, and fight for your families...*" (Nehemiah 4:14)

## Practical Leadership Application

- **At Work:** When a key metric drops or a client is angry, do you react impulsively to "stop the bleeding" (Saul), or do you pause, assess, and give your team a clear, calm plan (Nehemiah)?
- **At Home:** When a child is melting down or a bill is higher than expected, does your anxiety spike and infect the family, or do you remind them of God's faithfulness?

## Reflection Questions

1. When I feel "compelled" to act out of anxiety, what is the first thing I usually neglect? (Prayer, consulting others, patience?)
2. How can I "arm" my family or my team against discouragement this week?

*Prayer Father, I confess that I often lead out of a fear of failure. When the pressure mounts, help me to stand still before I move forward. Let my calmness be a shelter for my wife, my children, and my staff.*

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## Day 3: The Art of Delegation

**Theme:** Burnout vs. Wisdom

## The "Don't Do This" Example: Moses (Before Jethro)

- **The Story:** In **Exodus 18**, Moses is acting as the sole judge for millions of Israelites. He is exhausted, and the people are frustrated by the wait times. He believes that "doing it all" is the only way to ensure it's done right.
- **The Result:** His father-in-law tells him bluntly: "*What you are doing is not good. You and these people who come to you will only wear yourselves out.*" (Exodus 18:17-18)
- **Verse:** "*The work is too heavy for you; you cannot handle it alone.*" (Exodus 18:18)

## The "Do This" Example: Moses (After Jethro)

- **The Story:** Moses listens to the counsel. He establishes a hierarchy of capable leaders (officials over thousands, hundreds, fifties, and tens). He reserves only the hardest cases for himself.
- **The Lesson:** Effective leadership isn't about being the hero; it's about building a system.
- **Verse:** "*Select capable men from all the people... appoint them as officials...*" (Exodus 18:21)

## Practical Leadership Application

- **At Work:** Are you a bottleneck? Are you hoarding tasks because you don't trust your team to do them "perfectly"?
- **At Home:** Are you teaching your children to handle responsibilities (doing their own laundry, resolving their own conflicts), or are you stepping in to solve every problem for them?

## Reflection Questions

1. What is one task I am currently doing that someone else on my team (or in my family) is capable of learning?
2. Am I approachable enough that a "Jethro" in my life could tell me, "What you are doing is not good"?

**Prayer** *Lord, forgive me for the pride that says I am essential to every detail. Give me the courage to trust others, to equip them, and to let them succeed (and fail) so they can grow. Give me a spirit of wisdom, not just hard work.*

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## Day 4: Responsibility and Integrity

**Theme:** Blame vs. Ownership

### The "Don't Do This" Example: Adam

- **The Story:** In **Genesis 3**, when God asks Adam about the sin, Adam immediately deflects. He blames Eve, and by extension, he blames God: "*The woman you put here with me—she gave me some fruit...*"
- **The Result:** Separation from God and a legacy of blame-shifting. He abdicated his role as protector and leader.
- **Verse:** "*The woman you put here with me...*" (Genesis 3:12)

### The "Do This" Example: David

- **The Story:** In **2 Samuel 12**, David has committed adultery and murder. When the prophet Nathan confronts him, David offers no excuses. He doesn't blame Bathsheba for bathing on the roof; he doesn't blame the stress of being King. He says two words: "*I have sinned.*"
- **The Lesson:** A leader is never taller than when he is kneeling in confession.
- **Verse:** "*Then David said to Nathan, 'I have sinned against the Lord.'*" (2 Samuel 12:13)

## Practical Leadership Application

- **At Work:** When a project fails, do you look for a scapegoat, or do you look in the mirror? Do you take the blame publicly and correct the team privately?
- **At Home:** When you lose your temper with your wife or kids, do you say, "I yelled because you wouldn't listen" (Adam), or do you say, "I was wrong to yell. Will you forgive me?" (David).

## Reflection Questions

1. Is the phrase "I was wrong" a regular part of my vocabulary at home and work?
2. What is a recent failure I tried to justify rather than own?

**Prayer** God, search my heart. Show me where I am hiding behind excuses. Help me to be a man who takes responsibility for his actions and the actions of his team. Let my children see a father who knows how to apologize.

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## Day 5: Security and Succession

**Theme:** Jealousy vs. Empowerment

### The "Don't Do This" Example: King Saul (vs. David)

- **The Story:** In **1 Samuel 18**, Saul hears the women singing, "Saul has slain his thousands, and David his tens of thousands." Instead of celebrating his best general, Saul becomes paranoid. He views David's success as a threat to his own position.
- **The Result:** A toxic work environment (throwing spears at employees!) and total ruin.
- **Verse:** "Saul kept a close eye on David from that day on." (1 Samuel 18:9)

### The "Do This" Example: Barnabas (vs. Paul)

- **The Story:** In **Acts 9 and 11**, Barnabas vouches for Paul when no one else will. Later, Barnabas goes to Tarsus to find Paul and brings him to Antioch. As Paul's star rises and he becomes the primary speaker (shifting from "Barnabas and Saul" to "Paul and Barnabas"), Barnabas never grows bitter. He champions the one he mentored.
- **The Lesson:** Great leaders seek to be replaced by someone better.
- **Verse:** "He brought him to Antioch. So for a whole year Barnabas and Saul met with the church..." (Acts 11:26)

## Practical Leadership Application

- **At Work:** Do you hire people smarter than you? When a direct report shines, do you push them into the spotlight or worry they will outshine you?
- **At Home:** Are you raising your children to be dependent on you forever, or are you equipping them to leave you and establish their own households?

## Reflection Questions

1. Who am I currently mentoring or discipling?
2. Does my team feel like I am fighting *for* their success or *against* their potential?

**Prayer** Lord, kill the jealousy in my heart. Let me be a Barnabas who finds potential and cultivates it. Let me find joy in the success of my staff and the independence of my children. May my ceiling be their floor.

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## Day 6: Vision and Optimism

**Theme:** Obstacles vs. Opportunities

### The "Don't Do This" Example: The Ten Spies

- **The Story:** In **Numbers 13**, twelve leaders are sent to scout the Promised Land. Ten come back with a "bad report." They admit the land is good but focus entirely on the obstacles: "The people are strong... the cities are fortified... we seemed like grasshoppers in our own eyes."
- **The Result:** They infected the entire nation with fear. Their negativity caused a 40-year delay in God's promise.
- **Verse:** "*We seemed like grasshoppers in our own eyes, and we looked the same to them.*" (Numbers 13:33)

### The "Do This" Example: Caleb

- **The Story:** Caleb saw the exact same giants and walls as the others. However, he filtered the facts through his faith in God. He silenced the people and said, "We should go up and take possession of the land, for we can certainly do it."
- **The Lesson:** A leader defines reality. If you panic, the team panics. If you see a path forward, they will follow.
- **Verse:** "*But my servant Caleb has a different spirit and follows me wholeheartedly.*" (Numbers 14:24)

### Practical Leadership Application

- **At Work:** When a project hits a snag, are you the first to complain about "upper management" or "budget cuts" (The Ten Spies), or are you the one proposing a solution (Caleb)?
- **At Home:** When finances are tight or the schedule is crazy, does your wife feel your stress or your stability? Do you speak life into your family's future, or just complain about the present?

### Reflection Questions

1. Am I currently magnifying the "giants" (problems) or the "grapes" (blessings) in my life?
2. What is one negative narrative I have been repeating to my team or family that I need to stop today?

**Prayer** *Lord, give me a "different spirit" like Caleb. When others see only walls, help me to see Your hand. Help me to speak courage into my wife and my team today, rather than validating their fears.*

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## Day 7: Communication and Ego

**Theme:** Arrogance vs. Diplomacy

### The "Don't Do This" Example: Nabal

- **The Story:** In **1 Samuel 25**, Nabal is a wealthy businessman. When David (who had protected Nabal's shepherds) asks for some food, Nabal sneers, "Who is this David?" He is described as "surly and mean in his dealings." He felt his wealth gave him the right to be rude.
- **The Result:** His rudeness almost got his entire household killed. He was so arrogant that his own servants said, "*He is such a wicked man that no one can talk to him.*" (1 Sam 25:17)
- **Verse:** "*Why should I take my bread and water... and give it to men coming from who knows where?*" (1 Samuel 25:11)

## The "Do This" Example: Abigail

- **The Story:** Nabal's wife, Abigail, hears of the crisis. She doesn't defend her husband's ego; she acts to save the household. She meets David with humility, food, and soft words. She de-escalates a violent situation through tactical empathy.
- **The Lesson:** Being "right" or "rich" does not give you a pass to be rude. Soft words break hard bones.
- **Verse:** "*Please forgive your servant's presumption... Abigail lost no time.*" (1 Samuel 25:28, 18)

## Practical Leadership Application

- **At Work:** Are you "safe" to talk to? If you make a mistake, do your employees feel comfortable pointing it out, or are you like Nabal—so defensive that "no one can talk to him"?
- **At Home:** Do you treat your family with the same professional courtesy you treat a client? Or do they get the "Nabal" version of you—gruff and short-tempered?

## Reflection Questions

1. Do I listen to understand, or do I listen to argue?
2. When was the last time I de-escalated a conflict rather than adding fuel to the fire?

**Prayer** Father, guard my mouth. Remove the Nabal from my heart—the part of me that thinks I am too important to be kind. Make me like Abigail: quick to listen, slow to anger, and a peacemaker in my home and office.

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## Day 8: Integrity in the Dark

**Theme:** Shortcuts vs. Character

## The "Don't Do This" Example: Achan

- **The Story:** In **Joshua 7**, the Israelites defeat Jericho. God commands that the plunder belongs to Him. Achan sees a beautiful robe and some silver, covets them, and buries them inside his tent. He thought, "No one sees this."
- **The Result:** His secret sin caused the defeat of the whole army at Ai. His family suffered for his greed.
- **Verse:** "*I saw... I coveted them and took them. They are hidden in the ground inside my tent.*" (Joshua 7:21)

## The "Do This" Example: Daniel

- **The Story:** In **Daniel 6**, Daniel is a high-ranking official in Babylon. His rivals try to find dirt on him to get him fired. They dig through his professional and private life but come up empty.
- **The Lesson:** Integrity isn't what you do when the board is watching; it's what you do when the tent flap is closed.
- **Verse:** "*They could find no corruption in him, because he was trustworthy and neither corrupt nor negligent.*" (Daniel 6:4)

## Practical Leadership Application

- **At Work:** Be honest—do you fudge the numbers, pad the expense report, or browse social media on company time? If your rivals audited your work life (like Daniel's), what would they find?
- **At Home:** Are you the same man on business trips as you are at the dinner table? Achan's sin was buried "in his tent"—hidden in his home.

## Reflection Questions

1. Is there anything currently "buried in my tent" that I am terrified would be discovered?
2. Do I cut corners because "everyone else does it"?

**Prayer** God, You see everything. Forgive me for thinking I can hide anything from You. Grant me the integrity of Daniel, that I might live a life that is transparent and above reproach. Let my private life match my public reputation.

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## Day 9: Handling Conflict and Rights

**Theme:** Rights vs. Relationship

### The "Don't Do This" Example: The Disciples

- **The Story:** In **Luke 22**, literally moments after Jesus shares the Last Supper and speaks of His coming death, a dispute breaks out among the disciples as to "which of them was considered to be greatest."
- **The Result:** They missed the moment. While Jesus was preparing to die for the world, they were arguing about their org chart.
- **Verse:** *"A dispute also arose among them as to which of them was considered to be greatest."* (Luke 22:24)

### The "Do This" Example: Abraham

- **The Story:** In **Genesis 13**, Abraham's herdsmen and Lot's herdsmen are fighting over grazing land. Abraham, the older leader with the covenant right to the land, could have pulled rank. Instead, he takes the younger Lot to a high point and says, "If you go left, I'll go right." He valued the relationship more than his "rights."
- **The Lesson:** A secure leader can afford to be generous. You win the argument by prioritizing the relationship.
- **Verse:** *"Let's not have any quarreling between you and me... for we are close relatives."* (Genesis 13:8)

## Practical Leadership Application

- **At Work:** Are you engaging in turf wars? Do you fight for credit, or do you step back to let others thrive?
- **At Home:** Do you have to win every argument with your wife? Abraham let Lot choose first. Sometimes leadership means laying down your preference to keep the peace.

## Reflection Questions

1. In my recent conflicts, have I been more concerned with being "right" or being "reconciled"?
2. What is one preference I can give up this week to bless my wife or a coworker?

**Prayer** Lord, save me from the need to be the "greatest." Help me to value people over property and relationships over being right. Give me the grace to say, "You go first."

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## Day 10: Rest and Limits

**Theme:** Grinding vs. Abiding

### The "Don't Do This" Example: Pharaoh

- **The Story:** In **Exodus 5**, when Moses asks for time off for the people to worship, Pharaoh calls them "lazy." His response to a request for spiritual health is to increase the quota: "Make bricks without straw." He viewed people solely as units of production.
- **The Result:** He hardened his heart and destroyed his nation. He led a culture of burnout and bitterness.
- **Verse:** *"Make the work harder for the men so that they keep working and pay no attention to lies."* (Exodus 5:9)

### The "Do This" Example: Jesus

- **The Story:** In **Mark 6**, the disciples return from a busy ministry tour. They are so busy they "did not even have time to eat." Jesus doesn't say, "Push through!" He says, "Come with me by yourselves to a quiet place and get some rest."
- **The Lesson:** Jesus knew that output requires input. He defended his team's need for rest.
- **Verse:** *"Come with me by yourselves to a quiet place and get some rest."* (Mark 6:31)

### Practical Leadership Application

- **At Work:** Do you email your team at 10 PM and expect a reply? Are you a "Pharaoh" who thinks rest is for the weak, or a leader who protects your team's boundaries?
- **At Home:** Are you present? Or are you physically at home but mentally checking emails? A leader who cannot rest is a leader who cannot trust God to hold the world together while he sleeps.

### Reflection Questions

1. What message does my schedule send to my family about what I value most?
2. Do I feel guilty when I rest? If so, why do I think I am indispensable?

**Prayer** Lord, I confess that I often measure my worth by my productivity. Teach me the rhythm of grace. Help me to work hard and rest well. Let my home be a sanctuary of peace, not a second workplace.

# The Monthly Leadership Audit

Date: \_\_\_\_\_ Rating Scale: 1 = Rarely / Poor 3 = Sometimes / Average 5 = Consistently / Excellent

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## Part 1: The Heart (Internal State)

Metric	Question based on Scripture	Rating (1-5)
Humility	Did I view my title/position as a tool to serve others, or a weapon to command them? ( <i>John 13</i> )	_____
Integrity	If my private life (browsing history, spending, thoughts) was audited today, would it match my public reputation? ( <i>Daniel 6</i> )	_____
Rest	Did I trust God enough to rest, or did I act like the world would fall apart if I stopped working? ( <i>Mark 6</i> )	_____
Ownership	When things went wrong, was my first instinct to say "I was wrong" (David) or "It's their fault" (Adam)? ( <i>2 Samuel 12</i> )	_____

## Part 2: The Home (Husband & Father)

*Leading your first ministry.*

Metric	Question based on Scripture	Rating (1-5)
Tone	Was I safe to talk to? Did I respond to stress with Abigail's grace or Nabal's harshness? ( <i>1 Samuel 25</i> )	_____

<b>Presence</b>	Was I physically present but mentally absent? Did I bring "Pharaoh's grind" into the living room? ( <i>Exodus 5</i> )	_____
<b>Discipleship</b>	Did I actively teach my children independence and faith, or did I just manage their behaviors? ( <i>Acts 11</i> )	_____
<b>Service</b>	Did I look for "dirty jobs" (dishes, diapers, cleanup) to do without being asked? ( <i>John 13</i> )	_____
<b>Relationship</b>	In conflicts with my wife, did I prioritize being "right" or being "reconciled"? ( <i>Genesis 13</i> )	_____

### Part 3: The Work (Manager)

*Stewardship of people and projects.*

<b>Metric</b>	<b>Question based on Scripture</b>	<b>Rating (1-5)</b>
<b>Delegation</b>	Did I hoard tasks to feel important/safe, or did I equip others to handle the load? ( <i>Exodus 18</i> )	_____
<b>Crisis</b>	When pressure hit, did I project calm ( <i>Nehemiah</i> ) or did I transmit my anxiety to the team ( <i>Saul</i> )? ( <i>Nehemiah 4</i> )	_____
<b>Vision</b>	Did I focus my team on the "giants" (obstacles) or the "grapes" (opportunities)? ( <i>Numbers 13</i> )	_____
<b>Succession</b>	Did I champion the success of my team members, even if it meant they might outshine me? ( <i>1 Samuel 18</i> )	_____

Clarity	Did I give clear instructions and goals, or did I leave my team guessing? ( <i>Habakkuk 2:2</i> )	_____
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## Score Interpretation

- **60-70:** You are leading with high biblical intentionality. Keep guarding your heart.
- **40-59:** You are doing well, but stress is likely causing you to drift into "fleshly" leadership in specific areas.
- **Below 40:** You are likely operating out of your own strength, which leads to burnout. Pick **one** area below to focus on this month.

## Action Plan for Next Month

*Based on your lowest scores above, choose one focus area.*

**My Primary Focus:** \_\_\_\_\_ (*Example: "Delegating more at work" or "Watching my tone with the kids"*)

**One Specific Step I Will Take:** \_\_\_\_\_  
*(Example: "I will leave my phone in the kitchen from 6pm-8pm" or "I will identify 2 tasks to hand off to my senior analyst.")*

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## A Prayer of Re-Calibration

*Father, thank you for the privilege of leadership. I confess that I have not been perfect this month. Where I have been a 'Saul'—fearful and proud—forgive me. Where I have been a 'Nabal'—harsh and unapproachable—soften me. Wash my feet so I can wash theirs. Reset my heart to serve my family and my team with the strength that comes only from You. Amen.*