



# LIVING BY DESIGN



A UNIQUE SEMINAR ABOUT WORK,  
YOUR DESIGN, AND THE TRUTH



# What can you expect from this seminar?

## 对这次研讨会你有什么期待？

1. To discover how God's will is embedded in your design and therefore your life

发现上帝对你的设计和在你生命中的旨意

2. To uncover the faulty foundations people are building their careers. And comparatively, revealing the true foundations on which these decisions should be based

揭开人们在职场中建立的错误根基。相对的，揭示这些决定应该被建立在怎样正确的根基上。

3. To understand the way God looks at work and your life assignment

了解神如何看待工作和你的使命。

# The Four Components of the LBHD Seminar

Session 1: An Introductory Overview of the need, history, and facts of Career Direct.

第1部分：生涯指引的概况

Session 2: A study on the Current Career Situation and its Faulty Foundations.

第2部分：职场现状和误区的研讨

Session 3: A study on the Biblical Perspective of Work based upon truth.

第3部分：工作的圣经依据

Session 4: An overview of the Career Direct Complete Guidance System.

第4部分：生涯指引完整指导体系的概况

# Session 1

*An overview of the need, history, and facts of Career Direct*

**关于需求，历史以及**

1.1 Introduction

引言

1.2 Vision & Mission

愿景与使命

1.3 Historical Overview

历史概况

# 1.1 Introduction

People learn, usually by experience, that it takes **time**, **effort**, **commitment**, and **faith** to resolve the issues that arise on our life journey.

我们迟早会从经验中了解到，要解决人生旅途中出现的问题需要花费**时间**和**精力**，需要作出**努力**。

“Ultimately, the most important things in life are not items or events but rather the processes we grow, work, and live through. And successful career decision-making is certainly one of those areas in which a sound process is critical.”

最终，将生命中大多数重要的事物视为一个过程而不是一个事件。职业决策肯定属于这两个领域之一，不是事件而是过程。

# *1.1 Introduction*

We can't emphasize enough the following steps for success.

我们必须强调以下成功准则

- Pray for **guidance**  
祈求**指引**
- Work the **process**  
完成**流程**
- Trust God for the **results**  
相信上帝会**负责**

“If you will follow the process outlined in this training, we are confident you will be used mightily by God to bless your clients with wise career pathway decisions that will honor Him and bring joy to your clients!”

如果您遵循这三个步骤，我们相信最终上帝会通过为他带来荣耀的职业途径来祝福您。

*“I am the light of the world; he who **follows me** will not walk in the darkness, but will have the Light of life” (John 8:12)*

我是世界的光；凡 **跟从我的**，  
他必不会走在黑暗里，必要得到生命的光。”  
(约翰福音8:12)

## *1.2 Vision and Mission*

CAREER DIRECT® VISION:

生涯指引愿景：

To fundamentally change the way career choices and hiring decisions are made so that people understand the concept of **life calling** and **talent management**.

从根本上改变进行职业选择和雇用决策的方式，从而使人们理解**生命的呼召**和**天赋管理**的概念。



## *1.2 Vision and Mission*

CAREER DIRECT® MISSION:  
生涯指引使命：

To teach a **sound process** for career and life planning based on **biblical principles** and to provide **practical assistance** through career assessment materials.

根据**圣经的原则**教授职业和人生规划的 并通过职业评估材料提供**实际的帮助**。



## *1.3 Historical Overview*

“During the many years I have been counseling families on their finances, I frequently observed people in career fields that didn't match their talents and abilities. It concerned me that so many people were not aware of their strengths and, therefore, were not being good stewards of their talents. This resulted in my vision for what is now Career Direct®.”

“多年以来，我一直为许多家庭提供理财咨询，我经常观察到很多人选择了不符合自己天分和能力的职业领域。看到这么多人都因为不了解自己的优势而没能充分发挥自己的天分。我感到十分遗憾。这成为我创立现在这个Career Direct®动机。”



Co-Founder 联合创始人, Larry Burkett  
(1939-2003)



- 20+ years and over \$2.5 million invested in Career Direct's development.  
在Career Direct的发展上超过20年及250万美元的投入。

- Psychometrically Developed.  
心理测量学的发展

- Statically validated and reliable with a 70+ page R&D manual for verification.  
超过70页的研发手册证实其静态有效性

- Developed by Christian top professionals in the collegiate, mathematic, and psychological fields.  
由数学、心理学领域顶级基督徒专家开发

- Thousands of reliable testimonies that confirm Career Direct as an accurate, measurable, trustworthy assessment tool.

数千计的见证表明Career Direct是一个准确的、可衡量的、值得信赖的评估工具。



Career Struggles  
职场困境

Career Changes  
职场变迁

Faulty Foundations  
错误的根基

No Process for good  
decisions  
没有好的决策流程

The Current Career Situation  
职场现状

Career Error & Mismatch  
职涯的误配

Which Career  
Assessment Tool?  
何种评估工具？

Who Can Give Accurate  
Career Guidance? 谁能  
提供精准的职场指导？

The cyclical effect

# Session 2

*Current Career Situation and its Faulty Foundations*

## 生涯现状和误区

2.1 Career Errors

生涯误区

2.2 Career Struggles

生涯困境

2.3 Global Market Changes

全球市场的变化

2.4 Career Mismatching

生涯误配

2.5 Faulty Foundations for Career Decisions

生涯决策的错误依据

2.6 Fundamental Decisions Making Problems

重要的决策问题

# THE CURRENT CAREER SITUATION: 职场现状：

Introduction: Why Are So Many People Unhappy in Their Work?  
为什么那么多人在他们的工作中感觉不快乐？

For Christians and non-Christians alike, this is due to a lack of understanding about **their Divine Design**, the call of God and the **spiritual nature** of work.

对于基督徒和非基督徒而言，不如人意的职涯是由于他们缺乏对**神的旨意**，**上帝的呼召**和工作的**属灵意义**的理解。

We believe the primary cause of discontentment is because our culture has lost the **biblical perspective** of work. ...when we operate with unsound concepts...we suffer the consequences.

我们已经得出结论，不满的首要原因在于我们没有从**圣经的角度**看待工作.....当我们使用不健全的概念指导行动时，我们承受其带来的后果。

As a society, have adopted a **secular view** of work—a view that allows us to think we can separate our work from our **spiritual lives** and from **God**. (John 17:4)

不管怎样，我们作为一个社群以**世俗的角度**看待工作。根据世俗的观点，我们觉得我们可以将我们的工作与我们的**精神生活与神**分别开。（约翰福音17:4）

In early days, even those who were not devout Christians had a concept of **a divine calling** in their work. In general, work was seen in a more honorable light—as a way to fulfill one's purpose in life.

在最初的日子里，即使那些不虔诚的基督徒在他们的工作也心存**神的呼召**的概念。一般情况下，工作呈现在更具荣耀的光环下——是实现某一个人的生命目的的方式。

Chuck Colson, late president of Prison Fellowship, wrote, “God created human beings in His own image and part of being ‘in His image’ means that **we are workers** - like God Himself. That’s where that innate, inner drive for work comes from. Work is part **of God’s nature.**” See John 5:17

监狱团契（Prison Fellowship）会长查克·卡尔森写道：“上帝按照他自己的形象创造了人类，“按照他的形象创造”的部分含义是**我们是劳动者**——我们就像上帝本身一样。这就是工作固有的内在的动力源泉。工作是**神的天然属性**。参考约翰福音5:17

Although at one time work may have been considered a calling, it now seems to be merely a **means to an end**.

尽管工作曾经可能被认为是一种选召，但是现在似乎只不过是一种**达到目的的方法**。

Today's workers believe their labor allows them to purchase pleasure, to fulfill materialistic needs, and to build their egos by gaining power and position.

今天的劳动者认为他们能够通过自己的劳动买到快乐，满足物质需求，并通过获得权力和地位建立他们的自我。

The view was very different in the early day's, when William Perkins preached that “a person's vocation is a certain **kind of life** ordained by God and **imposed on man** for the common good.”

这个观点与最初的观点截然不同，那时威廉·帕金斯传讲“一个人的天职就是神给的命定和为了普遍利益的使命。”

To re-train our minds, it is necessary to begin the career-decision process by evaluating the **errors** and the **truths** that relate to work. Operating under false beliefs causes stress and heartache, while operating in truth results in God-given joy.

因此，最好先看看与工作相关的**错误**和**真理**，再开始职业决策的过程。如果在虚假的信念下工作会产生如此大的压力，会如此心痛，那么真理应该能够使我们获得自由，按照造物主的意愿寻找工作中的乐趣。

“For what is a man profited if he gains the whole world, and loses or forfeits himself?” (Luke 9:25).

“人若赚得了全世界，却丧失自己，赔上自己，又有什么用呢？”  
(《路加福音》 9:25 )

## 2.1 Career Errors 生涯误区

### 2.1 A) Materialism (Greed) 唯物主义 (贪婪)

Probably the biggest deception regarding work in our society today is the belief that a **higher income** (more money) can bring **happiness**.

也许在今天这个社会，关于工作最大欺骗就是认为更高的收入（更多的钱）能带来幸福。

Many people are making adequate money, yet are still unfulfilled. Money will never provide this. True fulfillment and satisfaction can only be found in relationship with our Designer. The fight is clear: relationship with God or relationship with money.

许多成年人拥有工作、挣到了足够的金钱，但是他们却不满足。金钱并不能带来满足。只有在与我们的创造主的关系中才能找到真实的成就感和满足感。冲突很明显：与神建立关系或者与金钱建立关系。

“Make sure that your character is free from the **love of money** being content with what you have; for He Himself has said, ‘**I** will never desert you, nor will **I** ever forsake you’”

Hebrews 13:5

你们存心不可**贪爱钱财**。要以自己所有的为足。因为主曾说，**我**总不撇下你，也不丢弃你。

希伯来书13:5

## 2.1 B) Pride 骄傲

The second error is pride. We can be so concerned with what the **world might think** or says... about a “successful” job or a “good position,” that we actually value the world’s opinion more than the way God designed and called us. The result is that we **burn ourselves** out trying to do work we were **not naturally** designed to do.

第二个问题是骄傲。我们过于关注**世界会怎么想**或者说，如果我们碰巧工作不“顺利”或“职位不合适”，那么我们羞于完成上帝创造我们时希望我们做的事情。然后，我们**努力**从事那些本**不是适合我们天然属性**的工作。

“God sees not as man sees, for man looks at the outward appearance, but the Lord looks at the **heart**”(1 Samuel 16:7)

耶和华不像人看人，人是看外貌。耶和华是看**内心**。（撒母耳记上16:7）

The bottom line is that **it's impossible to be excellent** for very long when you're not maximizing the talents and strengths God has given you.(Psalm 139:13)

底线是，如果你不善用上帝赋予你的力量，你将**难以达到卓越**。（见《诗篇》139:13）。

The actual result of pride in this area...  
骄傲的后果实际的体现在.....

“Pride goes before destruction, and a haughty spirit before stumbling. It is better to be humble in spirit with the lowly than to divide the spoil with the proud”(Proverbs 16:18-19)

“骄傲在败坏以先，狂心在跌倒之前。心里谦卑与穷乏人来往，强如将掳物与骄傲人同分。” 《箴言》 16:18-19

Think about these words for a minute...Luke 16:14-15  
思想这些话.....路加福音16:14-15

“The Pharisees, who loved money, heard all this and were sneering at Jesus. He said to them, "You are the ones who justify yourselves in the eyes of others, but God knows your hearts.”

法利赛人是贪爱钱财的，他们听见这一切话，就嗤笑耶稣。耶稣对他们说，你们是在人面前自称为义的。你们的心，神却知道。因为人所尊贵的是神看为可憎恶的。

The Pharisees were concerned with impressing men with their outward appearances (or reputations). But Jesus was concerned with what was inside—the motivation of the heart (or character). This was His main problem with the Pharisees which is why He called them **hypocrites**. They were filled with pride and full of **greed and self-indulgent**.

法利赛人在乎的是通过他们的外表（或名誉）给别人留下深刻印象。但是，耶稣在乎的是内在的东西 - 心的动机（或品质）。这是他与法利赛人之间存在的主要问题，是他将他们称为**假冒伪善的人**的原因。因为他们清洗了杯子和碟子的外表，而却充满了**贪婪和放纵**。

## 2.1 C) Lack of Trust (Faith)

### 2.1 C) 缺少信心

This third problem gets us off course of a rewarding career pathway more than most will admit. Truth: Deep down we really don't trust that **God is sufficient** for all our needs. We are driven to achieve success so we can eventually **gain control of our** circumstances and be **independent (protected)** from the problems of life.

导致我们偏离自己轨道，不再追求值得追求的职业道路的第三个问题就是缺乏真正的信仰；或者，换言之：在我们内心深处，我们真的不相信**神会丰盛的供应**我们的各种需求。我们被迫取得成功，为的是我们最终可以**控制**所处的环境并且**规避**生活中的问题。

TRUTH!...There is **no security** in this world. Achievement, more **independence**, and **control** will not give security. Relationship with God is the ultimate security.

真相！.....这个世界**根本没有保障**。再多的成就、**独立和控制**都不会带来保障。与神的关系才是终极的保障。

“I am the vine, you are the branches; he who abides in Me and I in him, he bears much fruit, for apart from Me you can do nothing” John 15:5, emphasis added

“我是葡萄树，你们是枝子；常在我里面的，我也常在他里面，这人就多结果子。因为离了我，你们就不能作什么” 《约翰福音》 15:5

The apostle Paul goes to great lengths to point out the role of faith:

使徒保罗用很长的篇幅指出信仰的作用：

“Without faith it is impossible to please Him, for he who comes to God must believe that He is and that He is a rewarder of those who seek Him” Hebrews 11:6

“人非有信就不能得上帝的喜悦。因为到他面前来的人，必须相信他的存在，且相信他赏赐那寻求他的人。” 《希伯来书》 11:6

The problem: most of us don't really trust God to be involved personally in our lives. The choice is clear, but it can only be made in faith, and that means **returning control** of your life to the Author of Life (Matthew 6:33-34).

问题在于我们大多数人并不真正相信上帝会亲身融入我们的生活。虽然选择明确，但是只能在信仰中实现，这意味着将你对生活的**主权交还**给生命的创造者。（见《马太福音》6:33-34）。

## 2.1 D) Ignorance 无知

Many people take available jobs just because they have never been taught how to make wise career decisions.

作出不良职业决策的根本原因是无知。我们的许多客户从事提供给他工作仅仅是因为从来没有人教导他们如何做出职业决策。

And, sadly, few in our society offer a sound plan for teaching people how to make wise career choices. There may be a few good books on the subject, but there is a pitiful silence from institutions such as churches, schools and government.

遗憾的是，在我们的社会中几乎没有人提供过如何做出职业选择的有效方案。当然，也有一些关于这一主题的好书，但如教会、学校和政府这类机构组织都陷入令人遗憾的沉默。

The result is that Christians have adopted the world's value about work (materialism, pride, control).

结果，基督徒对工作采取世俗价值观（唯物主义、自负、支配）。

Our prayer is that Christians will recognize that a **self-centered, materialistic career orientation** does not work.

我们祷告基督徒会认识到**自我中心、唯物主义的生涯导向**是行不通的。

It should be clear that any program of career guidance must be built on a solid foundation—a foundation of Truth... (see 1Corinthians 3:10-15)

应当清楚，任何职业指导计划均必须建立在坚实的基础上 - 真理的基础上.....（见《哥林多前书》3:10-15）。

## *2.2 Career Struggles*

### 2.2 职涯困境

What are some of the struggles facing people in the job market today?

现今职场人士面对的困境有哪些？

2.2 A) Many people are simply in the **wrong jobs**

2.2 A) 许多人在从事**不适合的工作**

- 50% of all men and women who went to work this morning feel they are in the wrong career field  
今天上午去上班的50%的男人和女人感觉到他们在不适合的职场工作
- 52% of IT workers would rather be doing something in the liberal Arts  
52%的IT工作者更想做些文科的工作
- Tens of millions of them are not in the right “fit” in their jobs...like square pegs in round holes when it comes to work and careers  
无数的人在谈到工作和职业时会感觉方钉钉进了圆孔中
- Many feel like prisoners in career that does not reflect or enhance their God-given design  
很多人做着并不能反映或改进上帝赐予的设计的职业，感觉就如同囚犯一般

## 2.2 B) Ineffective Educational Career Direction

### 2.2 B) 低效的生涯指引教育

- Numerous Major Changes—nearly 50%(Major Changes and Persistence Patterns, August 2011)  
多次变更专业——接近50%
- Staying in school longer than necessary; Average 4 yrs degree takes 4.5-5.5 yrs)  
超出在学校学习的必要时间
- Spending more of their own, their parents', and taxpayers' money  
花费更多他们自己的、父母的以及纳税人的钱
- Starting their first jobs with a heavy burden of debt (about \$27k +)  
往往在开始他们的工作时就已经背负了沉重的债务负担

## *2.3 Career Changes*

### **2.3 职场变迁**

For the next few years the job market around the globe will be extremely challenging in many respects.

在接下来的几年，全球就业市场将在许多方面发生巨变。

- New technology 技术
- Global competition 全球竞争
- Management revolution 管理革命
- Downsizing / restructuring 裁员/重组
- Retirees, mothers, etc.re-entering the work force  
退休者、全职妈妈等重新进入职场的劳动大军

Unfortunately, when experiencing a career crisis, most people do not know how to follow **a reliable process** for making career choices.

遗憾的是，在经理生涯危机的时候，大多数人不知道按照一个**可信赖的流程**来做职业选择。

In fact, most are making choices based on criteria that is unsound and will yield the fruits of **discontent**.

事实上，大多数人在作出选择时所依据的标准都是不牢靠的，并且会滋生**不满**情绪。

Because they don't understand and follow a sound process, most people learn through **trial and error** whether or not they are in a suitable field. These trials usually take their toll in many ways...

由于他们不了解完整的流程，也不会按照流程进行选择，因此大多数人都通过**实验和失败**来发现他们是否选择了合适的领域。他们并为此付上很多代价.....

## *2.4 Career Mismatching*

### *2.4 生涯误配*



## 2.4 Career Mismatching

### 2.4 生涯误配

#### Three Impacts of Career Mismatching

#### 生涯误配的三方面影响

##### 1) Increased Stress on Families

##### 增加家庭方面压力

1. Anger & frustration 愤怒与挫折
2. Depression 消沉
3. Alcohol and drug use 用酒精/毒品作为应对机制
4. Job loss 失业会对配偶和子女造成压力
5. Dual income families 可成就双收入家庭
6. Part-time jobs 兼职工作

## 2) Diminished Productivity

### 2) 减少生产力

1. Lower motivation 缺乏动力
2. Poor quality work 工作质量差
3. Frustration and conflict on the job 工作上的挫折和冲突
4. Poor health, increased absenteeism 健康状况不佳，增加旷工
5. Erratic work history 工作历史记录不可靠
6. Implementation of bad ideas to change to the situation...  
误入歧途来改变处境

- Diminished **Productivity** 减少生产力



### 3) Loss of **Spiritual Impact**

### 3) 缺乏**灵性方面的影响**

1. Missing God's calling/assignment 错过上帝的选召/任务
2. Poor witness in the work place 在工作场所中见证差
3. Not honoring God in our work 在我们的工作中没有为上帝争光
4. Not fulfilling our potential in Christ 未发挥出我们在基督方面的潜力
5. Inability to influence the culture for Christ 无法影响基督文化
6. Failure to meet stewardship responsibilities 不能满足管家职分的职责

## *2.5 Faulty Foundations for Career Decision Making*

### *2.5 错谬的根基和职业决策*

(Eleven Examples 11个案例)



## *2.5 Faulty Foundations for Career Decision Making*

### *2.5 错谬的根基和职业决策*(Eleven Examples 11个案例)

- Securing the easiest or first job offered  
接受最简单或最先提供的工作
- Money as the prime motivator  
金钱作为首要动力
- Job title or company prestige  
头衔或公司声誉
- Power, control, security  
安全性、权力、支配
- Friends work for organizations  
朋友们为这些机构工作
- Seeking only occupations that fall into the “hot job” category  
只寻求属于“热门工作”类型的职位

- Accepting a job even if it remove a person from area of giftedness  
即使该工作可能会抹杀一个人的天赋，亦欣然接受
- Following in parents footsteps  
年轻人可能会跟随父母的脚步
- Trying to fulfill parents' dreams and aspirations  
实现父母梦想和抱负的学生
- Taking a job just because they can do it  
仅仅因为他们能做这份工作便欣然接受
- Depending on a miracle to offset a lack of obedience and understanding of His plan  
依赖用神迹来抵消对上帝的计划不了解和不顺服的负面作用

## 2.6 Fundamental Decision Making Problems

### 2.6基本的决策问题

1. Most believers are **NOT TRAINED** to solve career issues from a biblical perspective...  
大多数信徒**未被训练**从圣经的角度解决职业问题。
2. There is no **clear process** taught at home, school or church...  
在家庭、学校或教会中均没有教过**清晰的决策过程**.....
3. Many lack problem solving skills...  
许多人缺乏解决问题的技能
4. Many Christians have a worldly view of work and think their career decisions don't really matter to God or influence their relationship with Him  
许多基督徒持有世俗的工作观，不认为他们的职业决策和上帝有关亦或影响和神的关系

If Christians and especially young people are not taught a biblically based process for finding their vocational calling and making sound career and education decisions they will:

如果不教基督徒，尤其是年轻人，按照圣经的过程找到他们的职业选召、做出合理的职业和教育决定，他们将：

Approach their **future**,  
探讨他们的未来，

View their **work**,  
检查他们工作，

and make their **career choices**,  
并做出他们职业选择，

According to the **world's** values, motivations and methods  
根据世界的价值观、动机和方法



# Session 3 第三部分

*The Biblical Perspective of Work*

工作的圣经依据

3.1 The Biblical Purpose and Definition of Work  
圣经对工作的目的和定义

3.2 Who Must be our Model in How to Work  
我们必须遵守的典范是谁

3.3 Six Biblical, Foundational Work Principles  
六条圣经中基础的工作原则

***“It is the blessing of the Lord that makes rich, and He adds no sorrow to it”***

***(Proverbs 10:22 NASB)***

**耶和华所赐的福，使人富足。并不加上忧虑。**

**箴言 10:22**

The work we do, the career we pursue, and how we nurture and develop the gifts and talents we possess are of vital interest to God. Since we spend more time in our work than in almost any other endeavor, it must come under the Lordship of Christ and foster growth in our relationship with Him.

我们所做的工作，我们追求的事业，以及我们如何培养和发展我们具有的天赋和才能都关系到**上帝的切身利益**。由于我们在工作上花费的时间几乎多过任何其它活动，它必须受基督的支配。



“Moreover, it is required in a steward that a man be found faithful.”(1 Corinthians 4:2)

所求于管家的，是要他有忠心。（哥林多前书4:2）

If stewardship is the wise and prudent management of resources that have been entrusted to us, then biblical stewardship must include the work-related gifts, skills, and strengths entrusted to us by God.

管家职分是对赋予我们的资源进行明智和审慎的管理。因此，圣经的管家职分包括由上帝赋予我们的与工作相关的天分、才能和优势。

Our world is pre-occupied with what is fashionable and trendy. The thirst for so-called “Designer-Products” are consuming another vulnerable generation. Some of the characteristics of designer products are:

时尚和新潮预先占领了这个世界。对所谓的“设计师产品”的追求正在吞噬着盲目的新一代。设计师产品的一些特点如下：

mass-produced,  
批量生产的，

short-lived,  
短暂的，

more for show  
哗众取宠的

The biggest news our culture needs to know is that we have a “Designer GOD” who does not engage in mass-production, short-lived work, but created each human being personally, individually, and uniquely ...with a one-of-a-kind design.

我们的文化保守的最好的秘密是，我们拥有一个“创造的主”，他不从事大规模生产，而是个人亲自创造出每个人，唯一的、独特的，而且每个人的设计都别具一格。



It is therefore vital for every Christian to have a clear idea of what God's plan and purpose for their life is--of how He designed them.

因此，每一个基督徒必须清楚上帝计划的思想以及他们生命的目的。上帝是如何设计他们的。



The Battle of Purpose: The **Materialists** vs. the **Doxologists**  
目的之争：唯物主义者 vs. 神的颂赞者

Dr. David Drullinger from Cedarville University describes this Key questions that define each world view:  
struggle as the collision between two worlds:  
the **Materialists** and the **Doxologists**.



*Key questions that define each world view:*  
*定义世界观的关键问题：*



*\*slide not in manual*

*Underlying Goals of these differing world views:*  
*不同世界观下的潜在目标：*



*\*slide not in manual*

The way work is defined also directly influences the purpose of work.  
对工作的定义也直接影响了工作的目的。

According to Webster's Dictionary, work is defined as the following:  
《韦伯斯特词典》陈述了下列内容：

1. Physical or mental effort or activity directed toward the production or accomplishment of something, T or F?  
为或完成某事而做出的身体或精神的努力或进行的活动；对/错?
2. To labor or toil; Employment... a job, T or F?  
劳动或辛劳；就业...工作；对/错?
3. The means by which one earns one's livelihood, T or F?  
一个人谋生的方法；对/错?
4. Something that one is doing, making, or performing especially as a part of one's occupation, duty or task, T or F?  
一个人正在做的一件事情，尤其是作为其职业、职责或任务的一部分所做的事；对/错?

Are these definitions complete? If not, how does God define work?  
这些定义完整吗？如果不，上帝如何定义工作？

*“Come to me, all you who are weary and burdened, and I will give you rest. Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light.”*

*Ma. 11:28--30*

凡劳苦担重担的人，可以到我这里来，我就使你们得安息。我心里柔和谦卑，你们当负我的轭，学我的样式，这样，你们心里就必得享安息。因为我的轭是容易的，我的担子是轻省的。

马太福音11:28-30

ACCORDING TO GOD, WORK IS RELATIONAL...

按照神的心意，工作关系着.....

And it encompasses all occupations, **homemaking, parenting, ministry** or Christian work and even a vocations, through which we can express the **love** and the **gifts** of God.

它包含了**家务劳动，养育子女，教会圣工**等各种我们借以表达神的**爱**和**恩赐**的工作。

It is one of the primary means by which our Creator desires to connect with us and through which we connect with Him... He will equip and bless us to do what we've been designed to do!

这是我们与神相互连接的基本途径...他会装备和祝福我们去做我们命定要做的事情。

## *3.2 Who must be our model in how to work?*

### *3.2我们必须遵守的典范是谁？*

"Whoever wants to become great among you must be your servant ...Whoever want to be first must be your slave—just as the Son of Man did not come to be served but serve and to give His life as a ransom for many."

Matthew 20:26–28

你们中间谁愿为大，就必作你们的用人。谁愿为首，就必作你们的仆人。正如人子来，不是要受人的服事，乃是要服事人。并且要舍命，作多人的赎价。

马太福音20:26-28

"If any man would come after Me, he must deny himself and take up his cross daily and follow Me." Luke 9:23

耶稣又对众人说，若有人要跟从我，就当舍己，天天背起他的十字架来，跟从我。 路加福音9:23

"Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should not look to your own interests, but also to the interests of others." Philippians 2:3-4

凡事不可结党，不可贪图虚浮的荣耀。只要存心谦卑，各人看别人比自己强。各人不要单顾自己的事，也要顾别人的事。 腓立比书2:3-4

## The Biblical Picture of work? Christ Jesus

圣经对工作的描述？耶稣基督

“The purpose of work is **obeying God** and **doing good** to others.”

“工作的目的是**顺服神**并对他人**有益**。”

“The **vocational responsibilities** of Christians are different from the world.”

基督徒的**职业责任**不同于世俗。

--Richard Baxter - Puritan**清教徒**

*3.3 Six Biblical Foundational Work Principles*  
3.3 圣经中关于工作的六条基本原则

Principle 1. The **Origin** of Work is God  
原则1. 神是工作的**起源**

“In the beginning God created the heavens and the earth”

Genesis 1:1

起初神创造天地。

创世纪 1:1

“The Lord God took the man and put him in the Garden of Eden to work it and take care of it.”

Genesis 2:15

耶和华神将那人安置在伊甸园，使他修理看守。

创世纪 2:15

Principle 2. All work has **meaning** and **dignity**

原则2.所有的工作都有**意义**和**尊严**

Colossians 3:17 says, “**Whatever** you do, whether in work or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father, Through Him.”

歌罗西书3:17说：“**无论**作什么，或说话，或行事，都要奉主耶稣的名，借着感谢父神。”

Socially, the Reformation struck at society's dualistic view of work.

Just as they saw the church comprised of all people, not just the clergy, so the reformer saw all **work**—both **sacred** and **secular**—both intellectual and manual—as a way of serving God. --Chuck Colson

正如他们所看到的，教会由各种人组成，不只是神职人员，所以改革者着眼所有**工作**—**神圣**的和**世俗**的——智力和人工——都作为侍奉上帝的一种方式。 – Chuck Colson

"The work of **monks** and **priests**, in God's sight, is in no way superior to the work of a farmer laboring in the field or of a woman looking after her home."

Martin Luther – Reformer

在上帝的眼中，**修道士**和**牧师**的工作，并不胜过在田地中劳动的农民或做家务的妇女的工作。”

– 马丁·路德 - 改革者

“If a man is called to be a street sweeper, he should sweep streets even as Michelangelo painted, or as Beethoven composed music. He should sweep streets so well that all the host of heaven and earth will pause and say, ‘Here lived a great sweeper who did his job well’.”

“如果选召一个人成为街道清洁工，他甚至应该像米开朗基罗作画或贝多芬作曲一样清扫街道。他应该好好清扫街道，使得天堂和地上的主人都停下来并说”，“这里住着一个伟大的街道清洁工，他工作干得很好。”

--Dr.Martin Luther King,Jr.

### Principle 3. Work is part of God's Plan

--God has a plan for each person's life.

原则3. 工作是上帝计划的一部分——上帝为每个人的生活均制定了计划。

"For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you a hope and a future."

Jeremiah 29:11

耶和华说，我知道我向你们所怀的意念是赐平安的意念，不是降灾祸的意念，要叫你们末后有指望。

耶利米书 29:11

"We are God's handiwork created in Christ Jesus to do good works which God prepared in advance for us to do."

Ephesians 2:10

我们原是他的工作，在基督耶稣里造成的，为要叫我们行善，就是神所预备叫我们行的。

以弗所书 2:10

"A person's steps are directed by the Lord. How then can anyone understand their own way?"

Proverbs 20:24

人的脚步，为耶和华所定。人岂能明白自己的路呢？

箴言20:24

“My frame was not hidden from You when I was made in the secret place. When I was woven together in the depths of the earth. Your eyes saw my unformed body. All of the days ordained for me were written in Your book before one of them came to be.” Psalm 139:15-16

我在暗中受造，在地的深处被联络。那时，我的形体并不向你隐藏。我未成形的体质，你的眼早已看见了。你所定的日子，我尚未度一日（或作我被造的肢体尚未有其一），你都写在你的册上了。诗篇139:15-16



“ Behind the word VOCATION is the notion that every kind of work or social function is a distinct CALLING from God requiring unique, God-given **gifts, skills, and talents.**”

“ ‘天职’ 这个词隐含的意思是，每一种工作或社会功能来自上帝不同的选召，需要独特的、上帝赐予**天赋、能力和才干。**

--Dr. Edward Veith

“For the gifts and calling of God are irrevocable.” Rom 11:29

“因为上帝的恩赐和选召是没有后悔的。” 罗马书11:29

We can not figure out God's secret plan, but we can trust it and learn from the natural, as well as biblical sources, how we might better discern our calling.”

Michael Horton, Publisher

我们不能领会上帝隐秘的计划，但是我们可以信任它并且从天然的、以及圣经的来源中学习我们如何更好地辨别出我们的选召。”

– 迈克尔·霍顿，出版商



Principle 4. Work is a stage for **ministry** and **witness**  
原则4：我们的工作**是职事和见证的舞台。**

We need to understand the vital fact that our work is a platform for ministry.  
我们需要理解的重要事实是，我们的工作**是职事的平台。**



Matthew 28:19 says, “Therefore, go and make disciples of all nations, baptizing them in the name of the Father, the Son, and the Holy Spirit.”

《马太福音》28:19说，“所以，你们要去，使万民作我的门徒，奉父、子、圣灵的名给他们施洗。”

Matthew 5:16 says, “Let your light shine before men that they may see your good works and glorify your Father who is in Heaven.”

《马太福音》5:16说：“你们的光，也应当这样照耀人间，好让人看见你们的好行为，就赞扬父神。”



Principle 5. Our Work needs to be **Excellent**  
原则5：我们的工作需要**卓越**

Christians are to be excellent in their work in order to glorify God. God wants us to rise above mediocrity in our vocation.

Excellence comes from development of our God given talents.

为了赞扬上帝，基督徒要做出卓越的工作。上帝想要我们在职业中超越平庸。卓越源自对上帝赐予我们的才华的发展。

Psalm 16:3 refers "to the saints that are in the earth, and to the excellent, in whom is all my delight." God will use our excellence to His glory.

《诗篇》16:3指“论到世上的圣民，他们又美又善，是我最喜悦的。”上帝将用我们的卓越表现为他增加荣耀。

Proverbs 22:29 says, "Do you see a man skilled in his work? He will Serve before kings; he will not serve before obscure men."

《箴言》22:29说，“你看见办事殷勤的人吗？他必站在君王面前；必不站在下贱人面前。”

No matter what we are doing, we want to learn and train ourselves to be the best that we can be for God and His kingdom.

无论我们做什么，我们都是想学习和将自己训练成为上帝和他的王国中最好的。

“**IDLENESS, VANITY, and WASTE** were shunned as being deadly sins. In fact, Christians began to view work in terms of **service** to others and to society, and realized that, in God's eyes, all work has dignity, deserves respect, is worthwhile, and is an **expression** of Christ's love. This brought about what is commonly called "the Christian work ethic.”

**懒惰, 虚荣和荒废**被当做致命的罪恶被避而远之。事实上, 基督徒开始以**服务**他人和社会的角度看待工作, 并意识到在上帝的眼中, 所有的工作都是有尊严的, 值得尊重并有价值的, 是**表达**基督的爱的一种方式。这就是被公认的“基督徒的职场”。

--Chuck Colson

Principle 6. God is the final authority on our work  
原则6：上帝是关于我们工作的最终权力

We need to dedicate our work to God and depend on Him to give us the strength and resources to do each job.

因此，我们需要向上帝奉献我们的工作并且依赖他给予我们做好每件工作的优点和才略。



“For no one can lay any founda/on other than the one already laid, which is Jesus Christ. If anyone builds on this founda/on using gold, silver, costly stones, wood, hay or straw, their work will be shown for what it is, because the Day will bring it to light. It will be revealed with fire, and the fire will test the quality of each person’s work.”

I Corinthians 3:10-13

因为那已经立好的根基，就是耶稣基督，此外没有人能立别的根基。若有人用金，银，宝石，草木，禾楷，在这根基上建造。各人的工程必然显露。因为那日子要将它表明出来，有火发现。这火要试验各人的工程怎样。

哥林多前书3:10-13

# Session 4 第四部分

*The Career Direct Complete Guidance System: an overview*

职涯指引完整的指导体系：概况

4.1 How is the Career Direct® approach different?

职涯指引®缘何与众不同？

4.2 How Does Career Direct® Help Clients?

职涯指引®如何帮助客户？

4.3 What is the Career Direct® Process?

职涯指引®的流程是什么？



## 4.1 How is the Career Direct® approach different?

### 4.1 生涯指引®缘何与众不同？

Career Direct® teaches a process **based on truth**.

生涯指引®教导一个基于**真理**的流程。

It is a process that works over the **long haul**.

这个流程是一个长时间的充分研究。

It is not only practical; it is also biblical with **spiritual** applications for a person's life.

他不但实用，同时是符合**圣经**的应用。

It can be used again and again as the work **environment** and personal **situations** change.

随着**环境**和个人**情况**的变化，他可以被反复使用。



## 4.2 How Does Career Direct® Help Clients?

### 4.2 职涯指引®如何帮助客户？

Removes **guesswork**, emotionalism

消除**臆测**、情绪主义

Helps manage career direction and progression

帮助管理职涯方向和进程

Encourages **good stewardship** of their God-given gifts and resources

鼓励使用上帝赐予的天赋和资源成为**好管家**

Guidance on which talents and skills to develop and sharpen in an ever changing culture

指导如何在不断变化的文化中发展并磨练能力和才干

Highlights the four key areas of a person's design in the comprehensive

Detailed Report **Personality Interests Skills/Ability Values**

在个人复杂详尽的报告中突显四个关键领域 **个性 兴趣 能力 价值**



Career Direct®

## 4.3 What is the Career Direct® Process?

### 4.3 生涯指引®的流程是什么？

Attend a Living By His Design Seminar with your spouse, child, or parent  
和你的配偶、孩子或父母一同参加“活出神的心意”研讨会

Prayerfully seek God's **guidance** for help as you begin the process  
当你开始这个过程时，虔诚的寻求神的**指引**

Connect with a Career Direct Consultant to get registered to take the assessment

与生涯指引的顾问联络完成注册以进行评估

Meet with your Career Direct® Consultant to work through your Detailed Report

与你的生涯指引®顾问一起完成你的详细报告



**Research** career fields and occupations that align with all four areas of your design

将关于你的设计的四个领域与生涯领域和职业进行比照**研究**

Decide on a major course or study compatible with your design career field choice

确定适合你生涯选择的主要课程或培训

Become a life-long learner in this field and work with excellence

成为该领域里的终生学习者并追求卓越

Take Career Direct again if significant things have changed in your life

当你的生活发生重大变化的时候再来做生涯指导



At Crown Financial Ministries, we believe that identifying your strengths, natural abilities, and values can help you discover God's path for your life. We believe the Career Direct® guidance system can be an invaluable resource to help you do this!

在冠冕理财事工机构，我们相信，认清你的优点、天生能力和价值观可以帮助你发现上帝为你的生活指出的道路。我们相信，Career Direct® GE - 完整的指导系统可以成为帮助你做到这一点的非常宝贵的资源。

*DISCOVER YOUR GOD-GIVEN DESIGN  
AND YOUR LIFE ASSIGNMENT!  
发现神对你的旨意和你的命定！*

