



Fellowship of Companies for Christ International

White Paper Lessons

The Integrity Principle of Motives | Bob Benoit
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Global In Influence...Kingdom In Focus
World's Largest Marketplace Ministry
4201 North Peachtree Road, Suite 200,
Atlanta, GA 30341

Phone: 770 685-6000

Website: www.fcci.org

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Lesson 3: The Integrity Principle of Motives

P2P Theme: Spiritual Maturity, Servant Leadership, Business Excellence

Set Up—Key Words:

Search—{Strong's}Heb: châqar: to penetrate or examine intimately, search out, sound, try

Know—{Strong's}Heb: yâda' : to know or ascertain by seeing, observing <occurs twice>

Heart—{Strong's}Heb: lêbâb: the most interior organ (associated with understanding, the mind)

Try—{Strong's}Heb: bâchan: to test (especially metals), to investigate, examine, prove

Thoughts—{Strong's}Heb: šar'aph: thoughts, cogitation

Bible Text

Search me, O God, and *know* my heart; *try* me, and *know* my *thoughts*, Psalms 139:23 MKJV

Principles to Practice:

Our contributing author this week, Bob Benoit, is uniquely qualified to address the issue of motive in our work. He runs three companies that train leaders and leadership teams. In pursuit of excellence to run his companies, Bob is passionately committed to modeling the values that he promotes. Motives connect directly to Vision, Mission and Values. *Motives are also very close to God's heart.*

Colossians 3:17 and 3:24-25 speak explicitly to the concept of working “for God”—just as if He were literally signing our paychecks.* The same passage speaks *implicitly* of our worship of God requiring heart, mind, soul and strength. When these two notions come together the *motives* for our work become a check-point for discerning if our actions/inactions please our Heavenly Boss.

When “why we work” and “who we work for” become God Himself, conforming to Biblical principles becomes both a guiding light and a critical dimension of our relationship with God. This vital part of our vertical connection to God also means that when we compartmentalize any part of our work and violate Biblical principles, we impact that relationship.

The impact on that relationship is temporal—we can immediately have a sense that we have grieved the Holy Spirit, bruising our relationship to the Triune God. The impact is also eternal—we can potentially reduce or enhance our eternal reward. [Col 3:23] For the Christian leader, adhering to God's principles can also promote Peace, true rest and fulfillment.

Let's join Bob as he opens a window to his soul, providing some great food for thought--Editor

*“And whatever you do, do *it* heartily, as to the Lord and not to men; knowing that from the Lord you shall receive the reward of the inheritance. For you serve *the* Lord Christ. But he who does wrong shall receive *justice* for the wrong which he did, and there is no respect of persons.” Colossians 3:23-25 MKJV

Key Objective:

- Examine your motives and behavior in light of God's perspective.

Illustration

The Integrity Principle of Motives

Bob Benoit—Bob leads three, thriving, profitable values-driven companies. He is committed to applying biblical principles to his everyday life. He is intentional about adding value to the lives of others around him. How he conducts business defines who he is. His writings have been quoted by hundreds of organizations worldwide. He uses his industry expertise in finance, business integrity, corporate culture, and values-based leadership to advance the kingdom of God, in love. And he is raising up hundreds like him, to do (and be) the same.

We often like to judge ourselves as having only the purest of motives. Through the filter of these inaccurate lenses, we rationalize that we operate with only the best of intentions. It is our competitors and those we disagree with, who act from selfish motives. However, **I have recently decided to adopt a different way of thinking – I believe I need to better align my motives with God’s.** The sooner I accept God as the final authority and structure my life and business after His laws and principles, the better off I will be.

Now I happen to be in the business of integrity, teaching the principles of God as our moral compass in the secular world. I once thought I used clarity and transparency in my business dealings, as best as I could determine. **Recently I sought to open my motives up to the Lord, and had Him “search my heart” and judge my actions.** I allowed Him to let me know if I harbor any bad motives and resolve them. After all, I thought, God knows all about me. Sooner or later He will set the record straight.

I asked the Holy Spirit to convict me of mistakes, and by doing so He allowed me to correct any holes in my purity and holiness. Being accountable to Him first, and then unto others, simplified decision-making. Upon self-examination, I found that I made my life difficult by operating with defiled motives. *For instance, when sales lagged, I often reacted by trying to “sell” potential clients instead of focusing on them and their needs. Ironically, it is tough to hide motives; our potential clients can discern them through our statements, actions, or just by “reading between the lines.”*

I saw how there is a narrow road that leads to life, which to paraphrase John 8:32 can be stated: **“The truth will make us free.”** If I quit learning truth, I will die spiritually, mentally, and—eventually—physically. I vowed that my motives as a company leader will be to offer help to potential clients, not simply to sell them my services. Very quickly *I experienced the freedom that arises from adopting this kind of outlook.*

Many in American society have forgotten the simplicity of the Golden Rule: “Do unto others as you would have them do unto you.” **Following this principle makes it much easier to treat someone with a pure heart and operating with their benefit in mind.** Since we reap what we sow, I wanted to sow good motives and reap good motives.

Now my goal is to move beyond making a sale to offer value, significance, and caring for potential clients as if they were already my friend. I intend to learn more about them and what makes them tick, and whether they are interested in a closer business relationship.

Reaching my goal means I need to pay more attention to the condition of my heart—in other words, treating someone as a friend who I cared about instead of merely a sales prospect. **Since the day I was convicted of having improper motives, I twice had an opportunity to treat a prospective client like a friend instead of just someone who could boost my bottom line. In the**

process I learned more about *them*, what *they* are looking for, and *their* needs. *I left those experiences convinced that if I could add considerable value to their operations. That felt wonderful.*

As I reflected on the principle of motives, I saw how it is so much easier to seek truth when we bring pure motives to this quest. When we operate honestly, it enhances the purity of our motives. This allows us to become free and open.

When we don't come to the table with any hidden agendas, people will sense this freedom. They are less likely to operate from a defensive posture. They won't be concerned that we are trying to "pull a fast one" on them, like an unscrupulous taxi driver who takes needless detours around a metropolitan area to keep the meter running. **When we replace shrewdness with transparency and accountability, we will gain a reputation for wisdom.**

Not only will others respect us and want to do business with us, we will also grow in the knowledge of God and His laws, and embrace the principles that He designed for our lives. We will embrace *greater responsibility* for who we are and what we are. **In the end, we will provide greater quality and value for those we serve.**

I still want prayer for more attention on relationships, transparency, and purity of heart, moral soundness, and increasing peace by trusting more deeply in God. I long to persist through obstacles, challenges, and misunderstandings, as I seek to accomplish what He wants to accomplish through me—whether in business dealings, socially, or spiritually.

Practical Applications

1. Routinely self-examine your motives and behavior.
2. Choose to be transparent. When others notice your authenticity and truthfulness, a high level of trust will begin to form.
3. Create a process and routine to engage others on your motives and behavior.
4. Specifically, engage others to identify your own opportunities for improvement.
5. Develop a list of guiding principles that are consistent with the organization's values.
6. Make a proactive, conscious attempt to build trust with an employee, customer, vendor or other stakeholder.

**You ask and do not receive, because you ask amiss,
that you may spend it on your pleasures.**

James 4:3 (NKJV)

Biblical Principles

1. God cares deeply about our motives. Good motives will lead to good decisions and eventually, good outcomes.
2. Good motives are vital to trusting relationships. Trust must be the foundation for relationships and for transactions.
3. When we go before the Lord, asking Him to inspect our motives and report on bad motives, He does not withhold, always granting wisdom.

Discussion and Application

1. To what part of Bob’s account can you most relate?

2. Bob touches on the idea that hidden agendas destroy trust. Can you relate to that statement?

3. Identify an action point from Bob’s Practical Applications and share your action plan with your group or work team.

Prayer Focus

If you encountered this truth and needed to ‘do business with God,’ how would you seal the deal with a prayer? God is much more concerned with your heart than your words.

“Lord, I confess to sometimes failing to check my motives. Please help me to grow in this area, that I might model good motives and behavior. Open my heart to transparency before you and to receiving constructive criticism from your direction and the counsel of others.

Help me to consider always how I would choose to be treated before I act and to apply the same test to my motives. Amen.”

Additional Scripture to Consider:	Key Thoughts
1. Gal 1:10, Rom 1:22	
2. 1Cor 4:5, Ps 26:2	
3. Deut 30:19, 1Thes 2:3	
4. Prov 3:1-4, 3:7	
5. Prov 16:2, 22:1, Lk 6:38	
6. Col 3:17, 3:23-25	
7. Jam 4:3, Phil 1:18	