

9-Session Bible Study

Study Guide: The Confidence Cornerstone



Study Guide:
The
Confidence
Cornerstone

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Women in the Marketplace, Inc.

www.womeninmarketplace.net

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WOMEN IN THE MARKETPLACE GROUP GUIDELINES

All participants of a Women in the Marketplace study should review and uphold the guidelines for participating in a small group. These guidelines are intended to help create an environment where everyone feels safe to participate and share openly.

Purpose: Reflect God’s glory in the marketplace.

Safe Zone: Allow space for people to be heard and accepted.

Confidentiality: Whatever is shared during the group should not be shared outside of group with anyone unless it is your story, or you have received permission from the person who shared it.

Respect: When someone is giving her view or testimony, please do not interrupt. Allow her to complete her thought before asking questions or sharing your view.

Give your story, not advice: When someone shares do not respond with advice unless she specifically asks for it. If you begin a sentence with “you should” then it’s advice.

Share your story: We all grow by hearing from each other. God brought you through your struggles to help someone else through hers.

Allow time for others: We want to hear your story, and allow time for others to share as well.

HOW TO USE YOUR STUDY GUIDE

Each week, your group facilitator will guide the discussion on the material and scriptures related to a relevant work topic. Your study guide is divided into several sections to help facilitate your discussion.

Discussion content: Ideally, you can read through this content and answer the questions before meeting with the group. However, you can also answer the questions when you are together. Be prepared to learn from one another as you each share your perspectives.

Challenge for the Week: In order to allow the Holy Spirit to really make a lasting impact in our lives, we have to challenge ourselves to act on what we learn over the course of the week. Select a buddy from your group to help encourage one another.

Memory Verse: Each week we will have a key scripture to hold onto and memorize. Post this up in your office, on your bathroom mirror, or on the refrigerator.

Closing Prayer: We will end in prayer, thanking God for his presence during the study and lifting up anyone in the group who is in need of prayer.

HOW TO START A SMALL GROUP

The following steps are provided to help you launch a small group study in your workplace, church or community. To discuss these steps, contact us at info@womeninmarketplace.net.

Step 1: Find a co-facilitator

We recommend two facilitators for your group. Work schedules are hectic and life happens. This allows you to split the workload and keep the group on a consistent schedule.

Step 2: Invite people

Ask people you know to join and invite others from their company, team or circle of friends who they think might be interested in participating. Use social media to announce timing for an information session if you schedule one.

Step 3: Present an information session

Prior to the start of a new group, schedule an information session to give people an opportunity to learn what the group is about and what they can expect before making a commitment.

Step 4: Launch

Set up a calendar invite once the group details are established. Order books for your group or let them know how to order individually prior to your first meeting.

THE CONFIDENCE CORNERSTONE STUDY GUIDE

SESSION 1
WOMEN IN LEADERSHIP



“No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half of its citizens.” – Michelle Obama¹

From the very beginning in Genesis 1:27, the Bible tells us that God created man AND woman in His image; male and female, He created them. He formed woman by taking a part out of Adam’s side and declared they would be of one flesh. God designed us to walk side-by-side with one another. To help one another. To complete each other. To experience unity with one another. Men and women are equally valuable in God’s eyes and both were given the assignment to work.

If this is true, why is there such a gap between the genders in the workplace today? According to the McKinsey report *Women in the Workplace 2018*², out of the companies surveyed, 77% of C-level positions were held by men, and 23% by women. The numbers were the same for the Senior VP roles. VP roles were held by 71% men, 29% women. And women still make about \$.80 to a man’s dollar on average, even though more women are starting to negotiate for higher salaries.

Women hold significantly fewer of the senior executive roles that carry the most influence and weight in creating culture, determining strategies and creating opportunities for others. While men are more likely to emerge as the leader in groups, women are more likely to demonstrate transformational leadership styles. Yet women are perceived as less effective overall—even when they are more effective than men.

What have you noticed in your career related to the support for women in leadership?

Things are changing for women in the workplace, but the change has been incredibly slow.

We need a different approach—one that takes seriously God’s design, God’s commands, and what God wants for us so that *God* becomes our guide for creating change and transformation.

Transformation that leads us to acknowledge and embrace the fact that God created man and woman of all ethnic backgrounds in His image, each person with strengths and talents that are needed for us to complete each other and accomplish great things in our workplaces.

According to a Morgan Stanley report³, "more gender diversity, particularly in corporate settings, can translate to increased productivity, greater innovation, better products, better decision-making, and higher employee retention and satisfaction."

We need an approach that recognizes that ALL skills and contributions are valuable and important; one that acknowledges there are plenty of opportunities for everyone to express their gifts, make the contribution God created them to make, and experience a fulfilling and meaningful life.

Having an increased representation from women helps make our teams stronger, our cultures healthier, and we honor God when we use the gifts and talents He has given us to reach our full potential.

How has a lack of women in leadership impacted your workplace culture? How have you seen women in leadership make a difference?

Balancing the Confidence Scales

One way to increase the representation of women in leadership is to address what we have control over— **our own confidence**.

Men tend to have confidence in much greater doses than women—some of this is centuries of cultural conditioning, and some of it is self-perpetuating. They lean into opportunities, thinking they can figure it out. If a man falls on his face, he brushes himself off and keeps going.

Women hold back, waiting to be good enough. They miss opportunities as a result. And if a woman fails, she beats herself up. But women **can** access the same level of confidence that men have, even if it looks a bit different. Our confidence can be just as strong—and we may just discover that it can be stronger. It's going to take serious commitment, self-awareness, a solid vision of what's possible, and unwavering perseverance knowing that things are not going to shift overnight.

And one more thing—it's going to take *Jesus*. It's going to require unwavering, growing faith in the One who created all of us, with complete trust in His design and His provision.

The fact is, we are all equal in God's eyes.

- We are called as Christians to put the needs of others above our own (Philippians 2:3-4), and trust that God will meet our needs.
- We need to walk more closely with the Lord, allowing ourselves to be transformed by the renewing of our minds through the study and reading of God's Word and through prayer, so we can know what God's will is for us (Romans 12:2).
- God can use the adversity we experience for good when we keep trusting Him and persevere through the difficulties with a commitment to moving toward the goal (Philippians 3:14).

It's not a competition. We need collaboration. We need cooperation. It's God's plan for all of us. First, we need to learn some new strategies.

How would you rate your confidence? What would help you build greater confidence?

“I do not consider that I have made it my own. But one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the upward call of God in Christ Jesus.”

—Philippians 3:13-14

Challenge for the week:

Pray about the challenges you have with confidence. Ask God to show you one area related to your work in which developing greater confidence would make a difference in your ability to give your best. Then rate your confidence as it is now and what you would like it to be by the end of this study.

Memory Verse:

“Therefore, I urge you, brothers and sisters, in view of God’s mercy, to offer your bodies as a living sacrifice, holy and pleasing to God—this is your true and proper worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God’s will is—his good, pleasing and perfect will.”

Romans 12:1-2

Closing Prayer

Notes:

1. Porter King, Dr. Jeanne. (2017). *That’s What She Said: 366 Leadership Quotes by Women* (p. 67). South Holland, IL: TransPorter Group, Inc.
2. “Women in the Workplace 2018.”
3. “An Investor’s Guide to Gender Diversity.”

SESSION 2

EXTERNAL FACTORS AND CONFIDENCE



“When a man walks into a room, they’re assumed to be competent until they prove otherwise.’ For women ... it’s the other way around” – The Confidence Code¹

The Boston Consulting Group analyzed employee survey data from more than 200,000 respondents and found that women start their careers with just as much ambition as men². The degree of ambition women experience is not any different in women with or without children. In fact, the one factor that does have an impact on women’s ambition, for better or worse, is the culture in which they work.

In the article “Dispelling the Myths of the Gender ‘Ambition Gap’” the authors explicitly state, *“There are clearly many factors at work, but our data shows that the gains of women do not come at the expense of men.”* Where the culture encourages and enables women to pursue their ambitions, everyone wins.

Reflecting back on your own career, how has your confidence in your ability to achieve your goals been impacted over time, for better or worse?

Before we look at how to develop greater confidence, we need to do some housekeeping. We need to look at what gets in the way and even causes damage to our confidence so we can throw out the old baggage and make sure we don’t let it back in.

We need to call out and address the subconscious and conscious biases that lead to unequal treatments, misperceptions, and microaggressions. We need to ensure that people are aware of their subconscious biases by shedding light on them, not to condemn the person but to challenge their thinking. We need to be bold enough to acknowledge our biases, talk about them and determine how we can **change the conversation**.

So, let's take a look at some of the very real challenges women have to face in the workplace and in society every day of our lives because of accepted unhealthy practices.

- **Cultural Norms:** No matter how strong a leader a woman is, no matter how intelligent, no matter how strategic, she still has to wrestle with the tension between the roles most women take on as adults—that of wife, mother and career person, among others. Even with the option to stay home with children or go to work, it can sometimes feel like a no-win situation. Whether they take advantage of daycare so they can go to work or stay home to take care of their children, women often wrestle with feelings of guilt or inadequacy.
- **Compensation and Performance:** Women still make about 80 cents to a man's dollar on average for the same work when they have the same qualifications³. Part of that is due to the inaccurate perceptions that women are less competent than men, as the opening quote indicates. In addition, Harvard Business Review (HBR) research⁴ shows that overall, women don't do as well as men on performance evaluations due to perception and gender biases, and less because of actual performance. For example, a man and woman with the same performance issue will get different feedback—the man's manager will put a positive spin on any issues, acknowledging his strengths and providing specific feedback for growth, while the woman will receive vague negative feedback and face negative repercussions on career opportunities for similar behavior.
- **Microaggressions:** Microaggressions are those more subtle negative responses directed at women and often expressed in verbal communication, body language and overall treatment⁵. They include assuming the woman is more junior than she actually is; questioning her judgment in her area of expertise; expecting her to justify her decisions to a greater degree than her male counterparts. It also includes demeaning language: calling a woman "honey," referring to male employees as "men" and women as "girls."

- **Lack of Role Models:** Because of the lower numbers of women in leadership, women have fewer role models to choose from. Women need more healthy female role models who can mentor them and show them how to navigate and grow through the unique needs and challenges women face as they advance.
- **Lack of Sponsors:** Men tend to look for other men to sponsor, but that leaves out a whole host of women who have strong leadership potential and no one to provide support in their growth. Without a voice at the table where key leadership decisions are made, women can easily be overlooked.
- **Sister Rivalry:** The HBR *Women at Work* podcast entitled “Sisterhood is Scarce”⁶ discussed that all too frequently women in leadership positions are not supportive of other women. Women of color, and especially Asian women, experience a much greater struggle finding support and building friendships with other women. While the desire to work hard and get ahead are good things, these desires become toxic when we’re tempted to treat others as less than us to try to make ourselves look better.

Which of these factors have you experienced and how have they impacted your confidence?

How can relationships between women in your organization be improved? What can you do to contribute to that improvement?

What the Bible Says About Women

We have talked through some of external factors that limit confidence but **one voice** overrides what anyone else thinks or says about our place in leadership. Let's set the record straight on what God says about women.

The original words *ezer kenegdo* indicate that Eve was a *strong* support, equal to Adam and bringing strengths to him where he was weak⁷. The word *ezer* is used in other places in the Bible for God, describing Him as Israel's helper. It is also used in places where Israel is appealing to other nations for military help. It means *strong* or *power*. Eve was taken out of Adam to be an equal partner with strengths where Adam was weak—to complete him⁸.

- **God created woman to have strengths that would complete Adam where he was weak.** Man and woman together are strong and complete, in a state of wholeness. When we work together, there is no weakness, there is peace or Shalom. We are different and equal in community and in the workplace. The key, as it is with all that we do in life, is to seek God first and pursue His purposes for our lives.
- **God created both men and women to lead.** That doesn't mean that everyone was created to be a leader. All of us have specific functions we were created for and talents to apply in our work. However, leadership was never designated for men only. The Bible is filled with examples of women who God used to lead, to advise, to teach and to be part of the lineage of Christ—and women led, advised, and taught both men and other women.

Here is just a sampling of some of the women who played important roles throughout the Bible⁹.

- **Deborah** was a judge and prophetess. She instructed a military leader, Barak, to gather 10,000 troops, go and take their enemy under Sisera. Barak would not go unless Deborah accompanied him. God gave Israel victory over Sisera's army and Sisera was murdered by a woman, Jael, as Deborah said would happen (Judges 4:4-22).

- **Esther** was an orphaned Jew in captivity. But God gave her favor with the king and she became King Xerxes' queen. With great courage and faith, she used her position to influence the king and save the entire nation of the Jews from being destroyed by their enemies (Esther).
- **Mary of Bethany** sat at the feet of Jesus as a student, in the same way that the men of that day would study under a rabbi (Luke 10:38-42).
- **Mary Magdalene** was the first one to announce the resurrection of Jesus to the other disciples.
- **Lydia** was a businesswoman of means who heard the Gospel and became a follower of Christ. She opened her home to Paul and Silas, and became one of the early church leaders (Acts 16:11-15).
- **Phoebe** held the title of deacon and was tasked with delivering Paul's letter to the church at Rome. As the one who carried the letter, she read it to the people and would have answered questions for them as well (Romans 16:1-2).

Women are important to God and play an important part in the cultural mandate He gave us. Jesus literally went out of his way to make sure we could see that women have a significant role to play in God's story including places in leadership, as teachers and as coworkers.

What new insights have you gained about women's place in God's creation?

Challenge for the week:

Reflect on what you have learned and how you have been prepared for where you are today through the experiences you have had. Identify the strengths you bring to your work assignment. Spend some time thanking God for what He has done in and through you and pray about how He wants you to use those gifts.

Memory Verse:

“For if you remain silent at this time, relief and deliverance for the Jews will arise from another place, but you and your father’s family will perish. And who knows but that you have come to your royal position for such a time as this?”.

Esther 4:14

Closing prayer

Notes:

1. Katie Kay and Shipman, *The Confidence Code: The Science and Art of Self-Assurance—What Women Should Know*. (p. 97).
2. Abouzahr et al., “Dispelling the Myths of the Gender ‘Ambition Gap’—People & Organization.”
3. “Here’s How Much Men and Women Earn at Every Age.”
4. Cecchi-Dimeglio, “How Gender Bias Corrupts Performance Reviews, and What to Do About It.”
5. “Women in the Workplace 2018.”
6. Bernstein, Torres, and Green Carmichael, “Sisterhood Is Scarce.”
7. “Ezer Kenegdo.”
8. “Why Did God Use Adam’s Rib to Create Eve?”
9. “Ten Women Leaders in the Bible.”

SESSION 3
INTERNAL B.S. (BELIEF SYSTEMS)



“It’s not just about the bad news when women don’t get to be all they were designed to be. It’s the absence of the good news for human flourishing that matters too.”

– Jo Saxton, Ready to Rise

Last session we talked about several external factors that can limit our confidence. This session we will focus on the INTERNAL limiting beliefs that hold us back. We all have a past that influences how we approach the world, but you don’t have to remain stuck with insufficient confidence or settle for being less than the leader you know you can be.

The problem is we have bought into some B.S.—belief systems—that our culture and experiences have programmed into our thinking. For some of us, that programming goes back a long way. It is a bit like getting ready to move to a new house after living in the same house for 30 or 40 years. There is junk inside those closets, in those drawers and in places you don’t even remember storing anything (attic, shed, garage, under the bed ...) that just needs to go. It’s no longer useful (was it ever?) and will just clutter your beautiful new space.

Going through the junk that’s accumulated is ugly and messy, but it will be worth it in the end. Not only will you benefit, but so will the women around you and those you will influence in the future. So be strong. We’re in this together.

B. S. Revealed

Think about your experiences at work and the efforts you have made to advance in your career.

How did you envision your career would unfold when you first started? What experiences have you had that made you second-guess yourself?

What do you say to yourself when you fail, or things don't quite turn out as planned?

Generally speaking, women have developed habits and ways of thinking that can actually contribute to damaging the perception others have of us at work. Some of our thought processes can also be detrimental to our own confidence in ourselves. It's important to become aware of the habits and thought processes you may have unknowingly adopted since they only make it more difficult to shift the conversation in favor of all that women have to contribute.

You may not do all of these. Not everyone does. But consider these tendencies women have and see which ones might apply to you.

- **Dwelling on our mistakes and failures.** When a woman makes a mistake, no matter how minor, it is highly likely that she will ruminate on it for an extended period of time. She will too often beat herself up over having made the mistake and judge herself more harshly than those around her.
- **Believing that women are 20% less valuable than men¹.** The messages we've received from society indicate we're less valuable, so we've come to believe it ourselves, even though it's a lie. And as a result, we accept lower salaries—about 20% lower overall.
- **Allowing ourselves to feel confident only when we are practically perfect.** If a man and a woman with the same experience, education and ability are offered a promotion and each one has 60% of the skills necessary, the man will go for it and tell himself he'll figure out the rest. The woman, on the other hand, will tell herself she needs to develop the other 40% before she can go for it².

- **Apologizing—often.** We blame ourselves for things we didn't do. Saying I'm sorry frequently has the effect of reinforcing in the woman's mind that she is inadequate. It also creates the perception that we are insecure and less competent in the minds of others.
- **Allowing what others think to impact our perception of ourselves.** Women tend to put way too much value on what others think. On a scale of 1 to 10, 10 being very important and 1 being I really don't care, men will generally tend to be closer to a 1, maybe a 2 or 3, when it comes to the opinion of others. Many women, on the other hand, are closer to 8 or 9.
- **Lacking the courage to speak up.** Women can tend to hesitate or hold back from sharing because of fear and insecurity. Some of those fears may be based on actual experiences when your ideas were dismissed or someone reacted badly because what you said somehow put them on the defensive.
- **Being fearful of negotiating for money.** It is certainly not the whole problem, but surely part of the reason women make less on average is because many are afraid to or don't know how to negotiate their salary or ask for a raise.
- **Owning our success.** Many women don't feel comfortable speaking about their accomplishments. They don't want to come across as prideful or full of themselves. They want to acknowledge the team that helped them achieve their successes. Yet, if you don't share what you have accomplished and the successes you contributed to, others won't know what you're capable of.
- **Tackling Imposter Syndrome.** This seems to be a thing among women who have achieved some level of success. They live in fear that someone will find out that it was just a fluke and they really don't have talent. It's a subtle almost subconscious belief that is way too prevalent.

What B.S. is holding you back? What experiences have reinforced those belief systems?

What experiences have you had that are opening your eyes to the valuable contribution you have to make?

We Need to Course Correct

If left unchanged, our internal belief system ultimately will become our identity. Limiting beliefs dampen our confidence. The good news is that we are created with the ability to change the neural pathways that have encouraged the negative, self-limiting lines of thinking.

The trouble is that it is SO much easier to follow the well-trodden pathways than it is to create new ones. The obstacles seem bigger. The effort required is greater. The fear is heightened as we endeavor to travel paths that are unfamiliar and new to us.

All the more reason we need to band together for support and encouragement and lean on an all-powerful God who gives us strength for all things. In fact, His Word tells us that His strength is made perfect in our weakness (2 Corinthians 12:9).

Challenge for the week:

How can you rewrite one of the limiting beliefs into a new empowering belief to adopt in order to build your confidence to be the person God created you to be?

Memory Verse:

“For 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

Closing Prayer

Notes:

1. Folz, “8 Surprising Facts About the Gender Pay Gap.”
2. Katie Kay and Shipman, *The Confidence Code: The Science and Art of Self-Assurance—What Women Should Know*.

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WOMEN IN THE MARKETPLACE MINISTRY

Women in the Marketplace is a Christian ministry dedicated to equipping working women to confidently pursue their faith and career for the glory of God.

Our goal is to reflect God's glory in the marketplace. We do this through creating a fellowship of Christian women who demonstrate their faith in the workplace. We equip leaders through regular practice in Bible study, prayer, learning, and networking events. We are committed to giving back by mentoring other women and serving our local community.

We often compartmentalize who we are at work, home, and church. Women in the Marketplace is designed to break down those barriers and let the Holy Spirit lead all we do. The studies we produce are designed to dive into what Scripture teaches us about how to handle real workplace scenarios we encounter daily. Together, we will learn how God created us to be successful at work and share our faith with others through our lives.

“Let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another – and all the more as you see the Day approaching.”

Hebrews 10: 24-25

Find out more about resources and events on our website:

womeninmarketplace.net

email: info@womeninmarketplace.net

