Spiritual Discernment in Business: An Introduction



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Introduction and Overview

Thank you for downloading this **Course Guide**.

This **Course Guide** guide is designed as both a self-directed and small group teaching aide to help you learn the fundamental aspects of the spiritual gift of discernment.

We developed this guide as a simple tool that breaks down the core teachings in this video series. Each lesson includes the following sections: **Objective**, **Key Points**, **Key Verses**, **Revelation and Activation Questions** and space for you to make **Notes and Action Steps**.

We encourage you to:
- Print out this **Course Guide** for yourself and every team member to use and keep for future reference.
- Use this to guide along with the teaching videos on our website to maximize your learning and retention.

This **Course Guide** is a Kingdom seed, freely given (Acts 3:6) to business leaders like you with a passion to unleash the power of Holy Spirit to transform companies, communities and nations for the glory of God.

Since God truly owns it all, we at The Kingdom Institute **give you full permission** to share excerpts from this guide in whatever manner you desire and freely distributing them to others as you are led by Holy Spirit.

For as we share this teaching seed around the world, Jesus will reap a great harvest for His Kingdom in business through your obedience.

Unless otherwise noted, scripture quotations are taken from *The New Kings James Bible* via The Bible Study App for Mac Version 5.4.3 (5.4.3.1) Copyright © 1998-2013 *Olive Tree Bible Software*.

A Personal Note to Group Leaders

Here are a few suggestions on how you can best lead your group through this course.

- **Preparation**: Watch the video lesson before your meeting. Answer the questions as a self-study disciple. Note any additional questions that you would like to ask your disciples.

- **Participant Preparation**: Encourage everyone to bring a Bible, journal, pen to the meeting. Encourage each member to watch the videos before the meeting.

- **Timing**: Each **Lesson** is designed for a 60-90 minute meeting. Adjust the timing and questions as needed to suit your group's dynamics and spiritual maturity.

- **Environment**: Create a welcoming, non-judgmental space where participants feel safe to share personal experiences and challenges.

- **Opening Prayer**: Open each session with prayer, inviting Holy Spirit to guide you and your group in the discussions and applications.

- **Group Meeting:** Watch together each video lesson before you begin discussions. Encourage each member to watch the video teaching a second time after each session for greater learning and retention.

- **Meeting Facilitation**: Encourage everyone to participate, but do not force people to respond. Use open-ended questions to encourage discussion such as:
  - "What did you learn from this video and your reading?"
  - "How did this lesson most impact you?"
  - "What is one thing you have learned and how will you apply it at your work?"

- **Action Steps**: Encourage everyone to create simple Action Steps to activate the Lessons into their business and professional lives. Keep a list on each group member's Action Steps and encourage them to use them at work.

- **Closing Prayer**: Close each session with prayer. Invite group members to participate in this time of prayer and intercession.

A Personal Note to Disciples

This **Course Guide** is designed for you to be used in two ways.

First, you can use this as a self-study guide for your individual development, revelations and activations.

Second, this **Course Guide** is best used within a small group learning environment. We encourage you to form a small group who agree to meet regularly (weekly) and learn together as a team.

General Guidelines for Disciples

Self-Study Guidelines

- **Before You Begin:** Read 1 Corinthians 12:4-11. Study the word "discernment" on your own before your group sessions begin.

- **Focus on one lesson at a time**: Take your time and slowly dig deep into the concepts of each lesson. Use this **Course Guide** as your journal to make notes, record revelations and help you better discern the voice of Holy Spirit as you study. We encourage you to have an additional journal for more extensive note taking.

- **Create a Small Group**: Now that you have a deeper understanding of the keys to unleashing the power of discernment in business, we encourage you to become a Group Leader (an Ambassador) and disciple others in what you have learned. Visit www.TKI.global to learn more on how to become an Ambassador.

Small Group Guidelines

- **Follow Your Leader:** The most important suggestion we offer to you is to be a humble learner and follow your group leader as they guide you through this study. Please follow their instructions on how to be prepared for each group session.

- **Preparation**: Complete all the assignments your leader suggests including reading, journalling, and more.

- **Day of Group Meeting:** Bring your Bible, journal, pen and this **Course Guide** to each session.

- **Participation:** We encourage you to ask questions, share your challenges and your victories with one another. As you do, everyone grows - including your group leader.

- **Action Steps**: Ask Holy Spirit to guide you into the specific **Action Steps** He desires you to activate in your business. Write them down in the **Course Guide** and schedule them in your work calendar or business plan.

- **Prayer**: Be an active participant on the opening and closing prayers as your leader allows. Practice praying in more boldness and power.

Lesson #1: Introduction to Spiritual Discernment

Objective: Understand the breadth and depth of the concept of spiritual discernment.

Key Points
- Why discernment is the starting point for business believers.
- Understand why Soloman did not ask for wisdom or riches.
- How you can learn to discern.
- Learn a simple definition for spiritual discernment.
- Discover why discernment is the gateway gift.

Key Verses
- 1 Corinthians 12:4-11
- 1 Kings 3:7-13
- Hebrews 5:14

Discernment Defined: Developing S_____ S_____ S_____

Key Question: What or who is the spirit behind _____?

Revelation and Activation Questions

1. Dr. Jim shared a Word from the Lord that discernment is the most important spiritual gift for business people today. Does this surprise you? Why or why not?

2. Just like Soloman, how can a discerning heart make you a better business leader? Give an example of how this can help you at work.

3. How has lacking spiritual discernment cost your business? Describe a time when you sensed something was wrong at work but could not discern what it was. What did you do? How did you respond?

4. Describe something happening at work right now where you need more spiritual discernment. (Use this situation as your personal Case Study throughout this series.)

5. Does it excite you that the Bible says discernment can be learned? Why or why not?

Notes & Action Steps

Lesson #2: Discerning Heaven's Spirits

Objective: Learn to discern the 7 Markers of Heavenly (Divine) Spirits at work.

Key Points
- Heaven's Spirits have a beautiful and easily recognizable atmosphere and fruit.
- There is more to discerning Heaven's Spirits than just a warm, peaceful feeling.
- Divine strategies are transparent, generous and wonderful to share.

Key Verses
- John 3:30
- 1 Corinthians 14:33
- Philippians 2:3
- Psalm 119:105
- 1 Timothy 6:18
- Psalm 31:15
- Matthew 7:16

7 Heavenly Markers: As Dr. Jim teaches, write down the **Heavenly Marker** for each of the 7 categories.

7 Categories	**Heavenly Marker**
1. Motivation behind the decision	
2. Atmosphere produced	
3. Impact on People	
4. Alignment	
5. Handling Money & Resources	
6. Sense of Urgency	
7. Fruit over time	

Revelation and Activation Questions

1. Which of the above Heavenly Markers are the most important to you? Why?

2. Is it a challenge to view your employees and colleagues as "Image Bearers of God"? Discuss and note how you can better see your team as God sees them.

3. How often do you get challenged with the “patience to wait” for God’s OK at work?

Notes & Action Steps (Heaven’s Spirits)

Lesson #3: Discerning Human Spirits

Objective: Learn to discern the 7 Markers of Human (Flesh) spirits at work.

Key Points
- Understand how easy and dangerous it is to be led by our flesh in business.
- Learn how handling money may be the most difficult human spirit to overcome.
- How always being tired, empty and spiritual dry are key signs of your flesh at work.

Key Verses
- James 3:16
- James 1:6
- Philippians 2:4
- Proverbs 2:13
- Luke 12:18-19
- Proverbs 21:5
- Matthew 13:20-21

7 Human Markers: As Dr. Jim teaches, write down the **Human Marker** for each of the 7 categories.

7 Categories	**Human Marker**
1. Motivation behind the decision	
2. Atmosphere produced	
3. Impact on People	
4. Alignment	
5. Handling Money & Resources	
6. Sense of Urgency	
7. Fruit over time	

Revelation and Activation Questions

1. Which of the above Human Markers are the most difficult for you? Why?

2. Have you ever misapplied scripture to justify your ambition or decisions? Share what happened and the impact it had.

3. How often do you get challenged with the “patience to wait” for God’s permission to take action at work?

Notes & Action Steps (Human spirits)

Lesson #4: Discerning Hell's Spirits

Objective: Learn to discern the 7 Markers of Hellish (demonic) spirits at work.

Key Points
- How to quickly distinguish a demonic spirit in your work.
- Learn why confusion and heaviness is a primary weapon of hell in your work.
- Understand how "everybody does this" is a demonic deception and trap.
- Why coercion and pressure is a hallmark of hell.

Key Verses
- John 10:10
- James 3:16
- Mark 12:40
- 2 Peter 3:16
- 1 Timothy 6:10
- Judges 20:36
- Romans 6:21

7 Hellish Markers: As Dr. Jim teaches, write down the **Hellish Marker** for each of the 7 categories.

7 Categories	**Hellish Marker**
1. Motivation behind the decision	
2. Atmosphere produced	
3. Impact on People	
4. Alignment	
5. Handling Money & Resources	
6. Sense of Urgency	
7. Fruit over time	

Revelation and Activation Questions

1. Which of the above Hellish Markers are the most difficult for you? Why?

2. Have you ever misapplied scripture to justify your ambition or decisions? Share what happened and the impact it had.

3. Write down a time when you were deceived by a demonic spirit at work. How did you know? What can you now do to more quickly recognize such a spirit in the future?

Notes & Action Steps (Hellish spirits)

Lesson #5: 8 Subtle Ways Satan Can Infiltrate Your Business

Objective: Recognize subtle ways a demonic spirit can get inside your business.

Key Points
- Learn 8 ways demonic spirits can slither into any business.
- Understand how office objects carry hell's spirits.
- Apply the 3 R's of defeating demonic spirits at work.

Key Verses
- Ephesians 4:26–27
- Romans 1:29–30
- Proverbs 16:18
- James 3:14–16
- 1 Corinthians 6:18
- 2 Timothy 1:7
- Romans 13:1–2
- John 8:44
- Acts 19:19

8 Subtle Ways: As Dr. Jim teaches, write down the eight subtle ways.

1. 5.

2. 6.

3. 7.

4. 8.

3 R's: As Dr. Jim teaches, write down the 3 R's of defeating demonic spirits at work.

1. **R**_____

2. **R**_____

3. **R**_____

Revelation and Activation Questions

1. Which of these 8 ways do you most see at your work? Why?

2. Which of the 8 are you currently fighting now?

3. How can you use the 3R's approach on your current spiritual war at work?

Notes & Action Steps

Lesson #6: Activating Spiritual Discernment at Work

Objective: Learn 7 practical, quick tests to help you use discernment to make better decisions at work.

Key Points
- How a pause, smile, and after-taste test of a decision impacts discernment. How easy it is to test the spirits in business.
- Why transparency (light) is critical for Kingdom business decisions.
- Ways to ensure your team embraces your decisions.

Key Verses:
- 1 John 4:1
- Proverbs 11:14
- Acts 15
- Deuteronomy 19:15

Discernment Toolkit: 7 Tests - As Dr. Jim teaches, write down the 7 tests to run every major decisions through before you act.

1. The P_____ Test

2. The S_____ Test

3. The L_____ Test

4. The A_____ -T_____ Test

5. The N_____ Test

6. The T_____ Test

7. The S_____ Test

Homework: Take one major decision you are facing and run it through the 7 tests. Document everything. Then bring that documentation to the next team meeting to share.

DISCERNMENT MATRIX

Heavenly, Human & Hellish Markers

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CATEGORY	HEAVENLY MARKER	HUMAN MARKER	HELLISH MARKER
Motivation Behind the Decision	Exalts Christ above others John 3:30	Protects personal comforts or reputation James 3:16	Destroys, divides or deceives John 10:10
Atmosphere Produced	Peace, clarity & order even under pressure 1 Corinthians 14:33	Emotional volatility James 1:6	Confusion, heaviness, dread James 3:16
Impact on People	Treated as Image Bearers of God Philippians 2:3	Push your team — not protect your team Philippians 2:4	People are exploited, crushed or devoured Mark 12:40
Alignment to Scripture	Aligns and submits to the Word Psalm 119:105	Misapplies Scripture to justify the outcome Proverbs 2:13	Contradicts, mocks or twists Scripture 2 Peter 3:16
Handling Money and Resources	Generosity, transparency & accountability 1 Timothy 6:18	Money is hoarded while appearing generous Luke 12:18–19	Greed, deception & justification 1 Timothy 6:10
Sense of Urgency	Clear timing with patience to wait Psalm 31:15	Impulsive enthusiasm to act Proverbs 21:5	Frantic pressure & panic Judges 20:36
Fruit Over Time	Enduring righteousness & transformed lives Matthew 7:16	Short-term results that quickly fade Matthew 13:20–21	Destruction that spreads to others Romans 6:21

Closing

We (TKI Family) pray you have learned, been challenged and been gifted with practical actions to better discern spirits in your workplace.

Here are some closing questions we recommend you answer, ponder and pray over to help jumpstart you into deeper spiritual discernment in your work.

1. What are the 3 most important lessons you learned in this TKI Course?

2. What lessons do you need to restudy - that is, watch the teaching again to go deeper and help your memory recall?

3. Pray over who you can invite to be part of your inner circle of spiritual discernment co-workers or business friends. Invite them to watch this teaching with you. Then determine how to partner together to keep teaching each other how to better discern spirits in your work.

Call to Action Plan

- **Lead** a small group on how to discern spirits in your workplace.
- **Connect** with us at hello@TKI.global and share your business successes and testimonies.
- **Partner** with us at www.TKI.global/Partner to join our global business movement.

Additional Resources

Visit our website at **www.TKI.global** to access our free resources on how to work in the Presence, Power and Preeminence of Holy Spirit including:

- Free teaching series with group and self-study guides.
- Free books and manuals.
- Special topic videos and teaching materials.
- Links to other great resources and information.

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For The Kingdom!

Dr. Jim Harris, Founder
The Kingdom Institute