



ANSWERS: Unit 3: Christian Leadership

How to positively influence the attitudes and actions of others for Jesus Christ.

Lesson 16 The Tender Heart of a Leader

Day One

Love me Tender

Read 1 Corinthians 2:11–13 and answer questions 1–4:

For who knows a person's thoughts except their own spirit within them? In the same way no one knows the thoughts of God except the Spirit of God. ¹²What we have received is not the spirit of the world, but the Spirit who is from God, so that we may understand what God has freely given us. ¹³This is what we speak, not in words taught us by human wisdom but in words taught by the Spirit, explaining spiritual realities with Spirit-taught words. 1 Corinthians 2:11–13

1. Who knows the thoughts of God (v. 11)?

The Spirit of God

2. Do believers receive the spirit of the world (v. 12a)? Yes No (Underline One)

3. Who do believers receive from God so we may understand what God has given us (v. 12b)?

God's Spirit

4. Believers do not speak in words taught by human wisdom. How then, are we taught (v. 13)?

In words taught by the Spirit, explaining spiritual realities with Spirit-taught words.

Read Matthew 23:37 and answer questions 5–6:

"Jerusalem, Jerusalem, you who kill the prophets and stone those sent to you, how often I [Jesus] have longed to gather your children together, as a hen gathers her chicks under her wings, and you were not willing." Matthew 23:37

5. Even though the Jews had rejected God's message of grace and mercy, what does Jesus say?

How often I [Jesus] have longed to gather your children together, as a hen gathers her chicks under her wings, and you were not willing.

6. By identifying with a hen gathering chicks, what kind of picture is Jesus painting of Himself?

A tender, caring, and fiercely protective mother.

Read Isaiah 53:2–4 and answer questions 7–13:

He grew up before him like a tender shoot, and like a root out of dry ground. He had no beauty or majesty to attract us to him, nothing in his appearance that we should desire him. ³He was despised and rejected by mankind, a man of suffering, and familiar with pain. Like one from whom people hide their faces he was despised, and we held him in low esteem. ⁴Surely he took up our pain and bore our suffering, yet we considered him punished by God, stricken by him, and afflicted. Isaiah 53:2–4

7. Who is the prophet Isaiah prophesying about?

The Messiah, Jesus

8. How did the Messiah grow up (v. 2a)?

He grew up before him like a tender shoot.

9. How is Jesus, the Messiah, described physically (v. 2b)?

He had no beauty or majesty to attract us to him. There was nothing in His appearance that we should desire him.

10. How was Jesus treated by the people He created (v. 3)?

He was despised and rejected by men.

11. What kind of person would take up your pain and carry your sorrows (v. 4)?

Not many people would do this but if a person did—they would be self-giving, compassionate, and filled with love for humanity. They would care more for others than their own comfort or wellbeing.

12. Reflecting on Luke 22:42, why is it significant that Jesus submitted to God’s will despite His own desire for relief?

Personal Answer

ANSWERS: *In Jesus Steps* Unit 3: Christian Leadership, Lesson 16: The Tender Heart of a Leader

13. How can we apply Jesus' example of submitting to God's will to our own lives when facing difficult circumstances or hardships?

Personal Answer

14. Which of these characteristics—compassion, mercy, sympathy, empathy, sensitivity, and love—do you most struggle with and why?

Personal Answer

Action Step

Read and meditate on Deuteronomy 32:1–3; Proverbs 4:3–4; Mark 10:13–16 and answer questions 15–16. Ask God to speak to you through these verses.

Listen, you heavens, and I will speak; hear, you earth, the words of my mouth. ²Let my teaching fall like rain and my words descend like dew, like showers on new grass, like abundant rain on tender plants. ³I will proclaim the name of the LORD. Oh, praise the greatness of our God!
Deuteronomy 32:1–3

For I too was a son to my father, still tender, and cherished by my mother. ⁴Then he taught me, and he said to me, "Take hold of my words with all your heart; keep my commands, and you will live. Proverbs 4:3–4

People were bringing little children to Jesus for him to place his hands on them, but the disciples rebuked them. ¹⁴When Jesus saw this, he was indignant. He said to them, "Let the little children come to me, and do not hinder them, for the kingdom of God belongs to such as these. ¹⁵Truly I tell you, anyone who will not receive the kingdom of God like a little child will never enter it." ¹⁶And he took the children in his arms, placed his hands on them and blessed them.
Mark 10:13–16

15. What did God say or impress upon you through these Scripture passages?

Personal Answer

16. How will you change in thought, attitude, or action because of your answer above?

Personal Answer

—End Day One—

Day Two

The Royal Cloth of Compassion and Mercy

17. Read Exodus 34:6. When God passed in front of Moses, what was the first adjective He used in describing Himself?

And he passed in front of Moses, proclaiming, “The LORD, the LORD, the compassionate and gracious God, slow to anger, abounding in love and faithfulness” . . . Exodus 34:6

Compassionate

18. Read Matthew 9:36. Why did Jesus have compassion on the crowds?

When he saw the crowds, he had compassion on them, because they were harassed and helpless, like sheep without a shepherd. Matthew 9:36 (Harassed is being disturbed with troubles or cares.)

Because they were harassed and helpless. They did not have a leader who cared for them.

19. Read Mark 1:40–42. When a man with leprosy begged Jesus to make him clean, how did Jesus respond?

A man with leprosy came to him and begged him on his knees, “If you are willing, you can make me clean.” ⁴¹Jesus was indignant. He reached out his hand and touched the man. “I am willing,” he said. “Be clean!” ⁴²Immediately the leprosy left him and he was cleansed. Mark 1:40–42

Jesus was filled with compassion—He felt concern and desired to help. He then reached out His hand, touched the man and healed him.

20. Would you have been willing to serve in such a leper colony? Yes No Maybe (Underline One)

Personal Answer

21. Read 2 Corinthians 1:3–5. What is God telling you through these verses?

Praise be to the God and Father of our Lord Jesus Christ, the Father of compassion and the God of all comfort, ⁴who comforts us in all our troubles, so that we can comfort those in any trouble with the comfort we ourselves receive from God. ⁵For just as we share abundantly in the sufferings of Christ, so also our comfort abounds through Christ. 2 Corinthians 1:3–5

Personal Answer

Action Step

22. Prayerfully consider who you need to show mercy to this week. In other words, who can you show kindness to, or forgive? Write how God leads you and what happened:

Personal Answer

23. Read Psalm 1:1. Who does God bless?

Blessed is the one who does not walk in step with the wicked or stand in the way that sinners take or sit in the company of mockers. Psalm 1:1

The one who does not walk in step with the wicked or stand in the way that sinners take or sit in the company of mockers.

24. Read Psalm 25:8. Who does the Lord instruct and who does He guide?

Good and upright is the LORD; therefore he instructs sinners in his ways. ⁹He guides the humble in what is right and teaches them his way. Psalm 25:8–9

The Lord instructs sinners in his ways. He guides the humble in what is right and teaches them his way.

25. Read Matthew 9:13. What is Jesus' answer to the Pharisees when they asked why Jesus ate with tax collectors and sinners?

"But go and learn what this means: 'I desire mercy, not sacrifice.' For I have not come to call the righteous, but sinners." Matthew 9:13 (Jesus quoted Hosea 6:6.)

"But go and learn what this means: 'I desire mercy, not sacrifice.' I have not come to call the righteous, but sinners."

26. Read the following three translations of Matthew 9:11–13. Explain the meaning of this verse: "I desire mercy, not sacrifice.' For I have not come to call the righteous, but sinners."

When the Pharisees saw him keeping this kind of company, they had a fit, and lit into Jesus' followers. "What kind of example is this from your Teacher, acting cozy with crooks and misfits?" ^{12–13} Jesus, overhearing, shot back, "Who needs a doctor: the healthy or the sick? Go figure out what this Scripture means: 'I'm after mercy, not religion.' I'm here to invite outsiders, not coddle insiders." The Message

ANSWERS: *In Jesus Steps* Unit 3: Christian Leadership, Lesson 16: The Tender Heart of a Leader

But when the Pharisees saw this, they asked his disciples, “Why does your teacher eat with such scum?”¹² When Jesus heard this, he said, “Healthy people don’t need a doctor—sick people do.”¹³ Then he added, “Now go and learn the meaning of this Scripture: ‘I want you to show

mercy, not offer sacrifices.’ For I have come to call not those who think they are righteous, but those who know they are sinners.” New Living Translation

When the Pharisees saw this, they asked his disciples, “Why does your teacher eat with tax collectors and sinners?”¹² On hearing this, Jesus said, “It is not the healthy who need a doctor, but the sick.¹³ But go and learn what this means: ‘I desire mercy, not sacrifice.’ For I have not come to call the righteous, but sinners.” New International Version

God wants us to be merciful as He is merciful. He wants us to have a heart like His. He desires us to forgive others and help them know Him. God desires that we act out of our deep love and devotion to Him and not lifeless rules and animal sacrifices.

Action Step: Read the Parable of the Unmerciful Servant: Matthew 18:21–35

Pray and ask the Holy Spirit to convict you (to show guilt) of any unmerciful acts that you have done or any unmerciful attitudes that you have in your heart. With each remembrance, ask God if there is anything that He would like for you to do about it now. Do it immediately. Ask God’s forgiveness in the blood of Christ and move on in mercy in the power of the Holy Spirit.

27. How have you been unmerciful and what does God want you to do about it?

Personal Answer

—End Day Two—

Day Three

The Royal Cloth of Sympathy and Empathy

Read John 11:32–35 and answer questions 28–31:

When Mary reached the place where Jesus was and saw him, she fell at his feet and said, “Lord, if you had been here, my brother would not have died.” ³³When Jesus saw her weeping, and the Jews who had come along with her also weeping, he was deeply moved in spirit and troubled. ³⁴“Where have you laid him?” he asked. “Come and see, Lord,” they replied. ³⁵Jesus wept.
John 11:32–35

28. How was Mary (Martha’s sister) feeling after her brother Lazarus died?

Sad in her brother’s death and disappointed that Jesus did not come sooner.

29. When Jesus saw Mary and the other mourners weeping, what was His response (vv. 34–35)?

Jesus was sympathetic. He was deeply moved and troubled—He wept.

30. Why, or why are you not able to sympathize with or share in another’s grief and pain?

Personal Answer

31. If you are not able to sympathize with another’s grief or pain, how can your discipleship team pray for you?

Personal Answer

Read Romans 12:15–16a and answer questions 32–35:

Rejoice with those who rejoice; mourn with those who mourn. ¹⁶ Live in harmony with one another. Romans 12:15–16a

32. In addition to mourning with those who mourn, what are two other things we should do?

1. Rejoice with those who rejoice. 2. Live in harmony with one another.

33. Which is easier for *you*, being sympathetic with those who suffer or rejoicing with those who rejoice?

Personal Answer

34. From your answer in #33, why do you think one characteristic is easier than the other?

Personal answer, but from the lesson:

Sometimes it may be easier to feel sympathy for someone having a difficult time than it is to be happy for someone's good fortune. There can be various reasons for this such as our own feelings of depression, injustice (unfairness), jealousy, or envy.

Most likely, we are not envious of someone's illness or grief, but what about their work promotion, new house, or beach vacation?

35. How will wearing the cloth of sympathy help you to live in harmony with one another?

Understanding and sharing another's feelings helps us to understand them and their motivations. When we are trying to feel and walk in another's shoes, it helps with agreement and bonding. It would be difficult to argue and disagree when you are trying to understand another's circumstance or situation.

Five practical ways to enable rejoicing with those who rejoice

1. Concentrate on your identity in Christ.
2. Be thankful for all God has given you.
3. Trust God with your past and for your present, and future.
4. Rely on the Holy Spirit enable you to rejoice with those who rejoice.
5. Be an active and daily encourager—encourage joy for everyone, including yourself.

36. Read the above five practical ways to rejoice with others. Which one will you put into practice and why?

Personal Answer

Read Hebrews 2:17–18 and answer questions 37–39:

For this reason he had to be made like them, fully human in every way, in order that he might become a merciful and faithful high priest in service to God, and that he might make atonement for the sins of the people. ¹⁸Because he himself suffered when he was tempted, he is able to help those who are being tempted. Hebrews 2:17–18

37. In what way was Jesus made like humans (v. 17a)?

In every way.

ANSWERS: *In Jesus Steps* Unit 3: Christian Leadership, Lesson 16: The Tender Heart of a Leader

38. What was the purpose of Jesus being made like you and me (v. 17b–c)?

So He might become a merciful and faithful high priest and make atonement for the sins of the people.

39. Why do you think Jesus is empathetic in your suffering and pain (v. 18)?

During His earthly life, Jesus was challenged with many trials and temptations as well as suffering extreme emotional and physical pain. He truly understands and has felt rejection and loss personally.

40. Read Hebrews 4:15. Who is able to empathize with our weaknesses?

For we do not have a high priest who is unable to empathize with our weaknesses, but we have one who has been tempted in every way, just as we are—yet he did not sin. Hebrews 4:15

Jesus

Action Step: Meditate on Philippians 2:3–8 and respond to questions 41–42:

Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, ⁴not looking to your own interests but each of you to the interests of the others. ⁵In your relationships with one another, have the same mindset as Christ Jesus: ⁶Who, being in very nature God, did not consider equality with God something to be used to his own advantage; ⁷rather, he made himself nothing by taking the very nature of a servant, being made in human likeness. ⁸And being found in appearance as a man, he humbled himself by becoming obedient to death—even death on a cross! Philippians 2:3–8

41. Memorize Philippians 2:6–8.

42. A mindset is the established set of attitudes held by someone. What is Jesus' mindset?

Jesus' mindset is characterized by humility, selflessness, empathy, and service. He did not prioritize his own interests or seek personal gain but instead valued others above himself. Jesus demonstrated the ultimate act of humility by willingly taking on the form of a servant, even to the point of obediently facing death on the cross. His mindset exemplifies a profound willingness to sacrifice for the sake of others and serve in love.

43. This week, focus on practicing the same mindset as Christ Jesus. At the end of the week, reflect on the following question: What did you learn or discover about yourself from this experience? (Make a note or set a reminder to ensure you remember to do this).

Personal Answer

—End Day Three—

Day Four
The Royal Cloth of Sensitivity

44. Read John 14:31. What are the two things that the world must learn?

I [Jesus] will not say much more to you, for the prince of this world is coming [Satan]. He has no hold over me, ³¹but he comes so that the world may learn that I love the Father and do exactly what my Father has commanded me. “Come now; let us leave.” John 14:30–31

(1 Jesus loves the Father. (2 Jesus does exactly what God the Father has commanded Him.

45. Read Exodus 8:19. Who had a hard heart and was not responsive to God?

The magicians said to Pharaoh, “This is the finger of God.” But Pharaoh's heart was hard and he would not listen, just as the LORD had said. Exodus 8:19

Pharaoh

Read Zechariah 7:12–13 and answer questions 46–49:

They made their hearts as hard as flint and would not listen to the law or to the words that the LORD Almighty had sent by his Spirit through the earlier prophets. So the LORD Almighty was very angry. ¹³ “When I called, they did not listen; so when they called, I would not listen,” says the LORD Almighty.” Zechariah 7:12–13 (Flint is a hard, sedimentary rock.)

46. Did God’s people, the Israelites make their hearts hard as flint (v. 12a)? **Yes** No (Underline One)

47. How did the Israelites respond to the law and God’s words through the prophets (v. 12b)?

They would not listen.

48. Was the Lord Almighty very angry (v. 12c)? **Yes** No (Underline One)

49. How does God respond to hard-hearted people who are not sensitive toward Him? (v. 13)

He does not listen; does not hear or answer their prayers.

Read John 12:42–43 and answer questions 50–53:

Yet at the same time many even among the leaders believed in him. But because of the Pharisees they would not openly acknowledge their faith for fear they would be put out of the synagogue; ⁴³for they loved human praise more than praise from God. John 12:42–43

ANSWERS: *In Jesus Steps* Unit 3: Christian Leadership, Lesson 16: The Tender Heart of a Leader

50. Can a person believe Jesus is the Son of God and not acknowledge Him outwardly (v. 42)?
Yes No (Underline One)

51. Why can people believe in Jesus and not openly acknowledge their faith in Him (vv. 42–43)?

People love praise from men more than praise from God. In other words, they are more concerned with what people think of them rather than God. Fear of man rather than fear of God.

52. Why do you think some people are more sensitive to other people rather than to God (v. 43)?

Same answer as above in #50. These people love themselves more than God and thus care more what others think of them.

53. How should *you* respond to Jesus?

Personal answer, but we should all trust in Him and surrender our will in everything. We should care more what God thinks than anyone else.

54. Read Hebrews 3:12. What is the author of Hebrews warning the church about?

See to it, brothers and sisters, that none of you has a sinful, unbelieving heart that turns away from the living God. Hebrews 3:12

The author is warning the church about having a sinful, unbelieving heart that turns away from the living God.

55. Read Hebrews 3:13. What is one way that you can help others develop a soft heart toward God?

But encourage one another daily, as long as it is called “Today,” so that none of you may be hardened by sin’s deceitfulness. Hebrews 3:13

Encourage them. **Note:** You can support and cheer on one another in many ways (Ephesians 5:19-20). However, the encouragement is centered on God. It is not about making someone feel good about themselves apart from Christ, but in Christ. Therefore, encourage other believers daily so they remain strong and sensitive toward God.

Action Step

56. Ask God to “tenderize” your heart and to give you practical ways to develop sensitivity. What are some of the ways God has led you in developing a soft heart?

Personal Answer

—End Day Four—

Day Five
The Royal Cloth of Love

Read Matthew 5:44 and answer questions 57–59:

But I tell you, love your enemies and pray for those who persecute you, ⁴⁵that you may be children of your Father in heaven. He causes his sun to rise on the evil and the good, and sends rain on the righteous and the unrighteous. ⁴⁶If you love those who love you, what reward will you get? Are not even the tax collectors doing that? ⁴⁷And if you greet only your own people, what are you doing more than others? Do not even pagans do that? ⁴⁸Be perfect, therefore, as your heavenly Father is perfect. Matthew 5:44–48

57. According to the definition of love above, describe how you are to love your enemies?

We are to show our care and fondness for them as well as praying for them.

58. Why is it so difficult to love your enemies and pray for those who persecute you?

Personal answer, but it goes against our human nature to be kind to those who hurt or ignore us. It does not make sense on the human level to desire good for the people who hate us and want us to fail.

59. What motivation (inspiration) do you get from these verses to love and pray for enemies?

Personal answer, but we are motivated or inspired to love and pray for our enemies because when we do, we are children of our Father in heaven. We are acting just like our heavenly Father.

Read 1 John 4:19–21 and answer questions 60–62:

We love because he first loved us. ²⁰Whoever claims to love God yet hates a brother or sister is a liar. For whoever does not love their brother and sister, whom they have seen, cannot love God, whom they have not seen. ²¹And he has given us this command: Anyone who loves God must also love their brother and sister. 1 John 4:19–21

60. Why are we able to love (v. 19)?

We love because God first loved us.

61. Can you love God and hate others (v. 20)? Yes No (Underline One)

62. Write the command of verse 21:

Whoever loves God must also love his brother.

ANSWERS: *In Jesus Steps* Unit 3: Christian Leadership, Lesson 16: The Tender Heart of a Leader

Action Step

63. Review all the colors of your royal robe of tenderness: (1) compassion, (2) mercy, (3) sympathy, (4) empathy, (5) sensitivity and (6) love. Which one needs the most development and what will you do to improve this characteristic?

Personal Answer

—End Answers Day Five and Lesson 16—

Next—Lesson 17: The Leader in Worship, Unit 3: Christian Leadership

Rev 5/17/2024