

Career Discernment: HEARTSET

Trusting God in Career Direction: Heart Posture, Faith, and Emotional Health

Calling & Compass



Baton Exchange, John Scroggins. September 2025

A tingling sensation in my brain and darkened vision with little white spots seemingly floating across my eyes only added to my worries. I was working three part-time jobs and still couldn't make ends meet. "Mom," I said, "what do you think is going on?" "You're stressed," she said empathetically. Turned out Mom was right. I eventually got a full-time, stable job and the symptoms went away. During this season, God proved His daily faithfulness and revealed a direction for me— one which I have now been following for almost two decades. That season involved a lot of praying, wrestling, trusting and faith-building personal growth.

For many, the search for a job or the discernment of career direction is one of the most vulnerable seasons of life. Questions of provision, calling, and purpose press deeply into the soul. It can be both exciting and terrifying: *Am I going to find work that fits me? Will I be able to provide for myself and those I love? Am I where God wants me to be?* In these times, the condition of the heart matters more than anything else. Scripture reminds us repeatedly that God cares not only about what we do but about how we trust Him in the process.

As Proverbs 16:9 teaches, *"The heart of man plans his way, but the Lord establishes his steps."* When navigating job transitions or career discernment, the believer's first task is to adopt a right heart posture—anchored in trust, shaped by humility, and sustained by hope.

1. The Right Heart Posture Before God

The job hunt or career search is not simply a professional task—it is a spiritual journey. The Lord is not only interested in getting us into the "right" position but also in shaping us through the waiting, the interviews, and the disappointments.

A right heart posture begins with surrender. Psalm 37:5 tells us, *"Commit your way to the Lord; trust in Him, and He will act."* To commit one's way means to roll the weight of your plans and anxieties onto God, acknowledging His sovereignty. When you approach your job search with clenched fists—grasping at control, fearing rejection, or idolizing outcomes—you carry unnecessary burdens. But when you release them, you allow God to guide and protect you.

This posture of surrender does not mean passivity. Paul worked diligently as a tentmaker (Acts 18:3), even while preaching the gospel. Likewise, believers are called to steward opportunities wisely—writing resumes, networking, applying, and preparing. But the foundation is a heart that prays: *"Not my will, but Yours be done"* (Luke 22:42).

2. Trusting God in the Unknown

Uncertainty often exposes whether we truly trust God. Proverbs 3:5–6 exhorts us: *"Trust in the Lord with all your heart, and do not lean on your own understanding. In all your ways acknowledge Him, and He will make straight your paths."*

Leaning on your own understanding might look like overanalyzing every option until you are paralyzed, or chasing after worldly prestige without considering God's kingdom purposes. Trusting God, on the other hand, involves prayerfully seeking His wisdom and resting in the assurance that He knows the end from the beginning.

Consider Abraham, called to leave his homeland without knowing where he was going (Hebrews 11:8). His security was not in the clarity of the path but in the faithfulness of the One leading him. Likewise, as you face uncertainty, you can remember that your heavenly Father knows what you need before you even ask (Matthew 6:8).

A practical expression of trust is gratitude. Instead of only praying about the next opportunity, thank God for what He has already provided—whether it's today's food, friendships, or simply breath in your lungs. Gratitude shifts your focus from scarcity to abundance, reminding you of God's goodness in every season.

3. Guarding Emotional and Spiritual Health

Searching for a job or seeking career direction can be emotionally taxing. Rejection emails, financial stress, and comparison with peers may stir up feelings of inadequacy or despair. But as Paul reminds us in Philippians 4:7, *"The peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus."*

Here are three biblical practices for maintaining emotional health during the process:

a. Root Your Identity in Christ

Your worth is not in your job title, income, or achievements. Colossians 3:3 says, *"For you have died, and your life is hidden with Christ in God."* If you are in Christ, you are chosen, beloved, and secure. No rejection letter can diminish that truth. Keeping this perspective protects your heart from despair when doors close and from pride when doors open.

b. Practice Sabbath and Rest

It is easy to make job searching an all-consuming pursuit. But God calls us to rhythms of rest. Sabbath reminds us that He is Provider, not our effort. Taking time to worship, pray, and delight in God resets the soul and prevents burnout. Psalm 127:2 reminds us, *"It is in vain that you rise up early and go late to rest, eating the bread of anxious toil; for He gives to His beloved sleep."*

c. Seek Godly Community

Ecclesiastes 4:9–10 says, *"Two are better than one... For if they fall, one will lift up his fellow."* Invite mentors, friends, and church family into your journey. Share your discouragements, ask for prayer, and allow others to bear your burdens. Emotional resilience is nurtured when the body of Christ surrounds and supports you.

4. Discerning God's Direction

Discerning career steps requires both prayer and wisdom. God rarely drops an audible answer into our laps, but He does guide through His Word, prayer, wise counsel, and open or closed doors.

Here are four principles to consider:

1. **Align with Kingdom Values** – Jesus said, *"Seek first the kingdom of God and His righteousness, and all these things will be added to you"* (Matthew 6:33). Ask: Does this career path allow me to live faithfully as a disciple? Does it contribute to loving God and neighbor?

2. **Consider Your Gifts and Passions** – God gives unique skills and desires not by accident but for service. Romans 12:6 says, *“Having gifts that differ according to the grace given to us, let us use them.”* A career direction should ideally draw on your God-given wiring.
3. **Evaluate Motives** – James 4:3 warns that sometimes we ask with wrong motives, desiring only personal gain. Ask the Spirit to search your heart: Is my pursuit about God’s glory or my own status?
4. **Wait on the Lord** – Isaiah 40:31 promises, *“But they who wait for the Lord shall renew their strength; they shall mount up with wings like eagles.”* Waiting is not wasted time—it deepens dependence on God and refines desires.

5. Hope in God’s Provision

Finally, the believer’s confidence in career discernment rests on the unchanging character of God. He is Jehovah Jireh—the Lord who provides (Genesis 22:14). Jesus reassures us in Matthew 6:26: *“Look at the birds of the air: they neither sow nor reap nor gather into barns, and yet your heavenly Father feeds them. Are you not of more value than they?”*

Provision may come differently than expected: a temporary job, a new field, or a season of stretching. But God is faithful. What feels like a detour may actually be preparation. Joseph’s years in slavery and prison were not wasted—they were the path to his calling (Genesis 50:20).

So when anxiety rises, cling to Philippians 4:19: *“And my God will supply every need of yours according to His riches in glory in Christ Jesus.”* His supply is abundant, His timing is perfect, and His heart toward you is good.

Conclusion

The journey of job searching or career discernment is not just about employment—it is about faith. It is an opportunity to learn trust, surrender, gratitude, and perseverance. It is a season where God refines the heart and deepens reliance on Him.

The right heart posture is not frantic striving but surrendered trust. Emotional health is preserved not by avoiding hardship but by rooting identity in Christ and leaning on community. Discernment comes not from anxious guesswork but from aligning with God’s Word, listening to wise counsel, and waiting on His timing.

Above all, remember: your career is not your ultimate calling. Your first and lasting vocation is to love God with all your heart, soul, mind, and strength (Mark 12:30). Every job, every transition, and every waiting season is a means to that greater end—knowing Him and making Him known.

Quotes On

"Be joyful in hope, patient in affliction, faithful in prayer" Romans 12:12.

"Our identity is in Christ, not in our career. Our worth in God's eyes does not drop an iota. He will give strength to the weary" Isaiah 40:29 (Michele Ong)

Ask Your Mentor

1. How have you personally trusted God during times of career uncertainty?
2. What practices helped you keep a healthy perspective when doors closed or opportunities delayed?
3. How do you discern between waiting faithfully and taking bold steps forward?
4. Can you share how your own career path aligned—or didn’t align—with your original plans, and what God taught you through that?

5. How do you balance diligence in seeking work with resting in God’s provision?
6. What Scripture most encouraged you in seasons of vocational waiting or searching?
7. How can I guard against tying my identity too closely to my work or career success?
8. What signs should I look for that reveal whether my motives are aligned with God’s purposes?
9. Who else in my community could walk with me during this discernment process?
10. What questions do you think I should be asking that I may not even see right now?

Reflect & Respond/Self-Rate

How’s your heart? To what degree are practicing the below to maintain your emotional health?

Rate yourself 5= Great degree

	1	2	3	4	5
Heart posture of surrender.					
Practicing gratitude.					
Root Your Identity in Christ					
Practice Sabbath and Rest					
Seek Godly Community					
Aligning with Kingdom Values					
Proper Motives					
Actively waiting on the Lord					
Reminding myself of God’s unchanging character					

Creative Connection

Think of a song, character or person from a book, movie or history, or an everyday item that personifies the main idea of this lesson and share it.

Go Do

1. Ask God, “What do you want me to learn in this season? What do you want me to do? What else do you have to say to me during this season?” Write down what comes to mind. How will you follow through? What will you do? By when?
2. Practice. How I will practice this over the next month:

Sources & Resources

[How to Trust God in the Season of Job-hunting](#), Michele Ong

[Powerful Prayers for New Jobs and Employment](#), Tittle.ly

Song: Oceans, <https://youtu.be/6GGFb6LcX3U?si=yCTJD1H0o-T62S8>

Song: Firm Foundation (He Won’t), <https://youtu.be/uOP4s8fOEm0?si=x3OMVCI8eY0ZMNC1>

Song: Trust In God, <https://youtu.be/iJE4yahEIBQ?si=3eliwfSvj-jkhLMB>