

# *Job*

*Precept Upon Precept*

*Leader Guide*

(NASB and ESV)

WHEN THE PAIN IS GREAT

*Job Precept Upon Precept Leader Guide (NASB and ESV)*

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## USING LEADER GUIDES

Leader Guides are intended for you, the leader, to guide your discussions. They are designed to help you reason through the content of the lessons and to ensure you have understood what your group should have learned from their study. The guides offer effective plans for leading discussions.

The Holy Spirit is your guide as you prepare. He is the one who knows what your group needs to apply to their lives. Pray for them as they study and for yourself as you prepare to lead the discussion.

These guides can be used for either the NASB or the ESV edition of the courses. ESV words follow the NASB after a slash / or are set off with parentheses.

### Leader Guides include the following:

- Lesson emphasis
- A logical order for the discussion
- Discussion questions
- Suggested visual aid(s)

### Practical tips for using the Leader Guide:


- **Don't simply "do" the lesson.**  
Stay with the lesson until you have a good understanding of it. This will give you a better grasp of how the Leader Guide takes you through the lesson.
- **You don't have to ask every question in the guide.**  
Often one question will be covered while discussing another question so there is no reason to ask it. Your goal is not to ask every question, but to ask enough questions to make sure your group understood the lesson and to help them apply the truths to their lives.

### Using the Leader Guide with In & Out

#### For groups studying both Precept Upon Precept and In & Out

Use the Leader Guides as designed for PUP, knowing that the In & Out assignments will be covered in the discussion. Make a note in the Leader Guide of what is not in the In & Out.

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## **JOB** **PUP LEADER GUIDE** **Lesson 1**

### **Lesson emphasis:**

- Job 1–5
- Job, Satan, Eliphaz

### **JOB 1**

#### Verses 1-5

To begin your discussion, you might ask your group what they learned about Job from these verses. You can tell them to look at the list they made on Job as a visual aid for this discussion.

These verses give a description of the man Job who lived in Uz.  
He was blameless, upright, feared God, and turned from evil.  
Job had seven sons and three daughters whom he consecrated and made offerings for.  
He was the greatest of men / people in the east, having many possessions and servants.

#### Verses 6-12

What are these verses about? Tell your group to look at the lists they made on God and Satan.

Satan went before the Lord with other sons of God, and the Lord asked where he had come from. He had been roaming / going to and fro and walking on the earth.

*NOTE: Sons of God in Job probably refer to angels.*

Then the Lord brought up Job to Satan. God’s description of Job was that he was His servant, no one like him—blameless, upright, feared God, turned from evil.

Satan said Job feared God because of His hedge of protection and His blessing on Job. Satan then said that Job would curse God if all that he had were touched.

God gave all that Job had into Satan’s power / hand, but he couldn’t touch Job himself. Then Satan left the Lord’s presence.

You might ask your group what they think about this conversation.  
Then ask what they learned about Satan from the cross-references in the lesson.

#### Zechariah 3:1-2 and 1 Chronicles 21:1

These are the other two places where the word translated Satan and meaning adversary is used in the Old Testament. He is against Israel. He wanted to accuse Joshua the high priest but was rebuked by the Lord.

He moved / incited David to number Israel, which was sin.

1 Peter 5:6-11

The adversary is the devil. He prowls around seeking someone to devour.  
This was his intent toward Job.

Believers are to resist him as he brings suffering to all Christians.

John 8:44

The devil is a murderer and the father of lies.

1 John 5:19

The whole world lies in the power of the evil one.

Revelation 12:7-12 and 20:1-3, 7-10

Satan, the devil is the serpent of Genesis. He deceives the whole world and accuses believers. Believers overcome / conquer him by Christ's blood, their testimony, and that they are willing to die for His kingdom.

At some point in the future the devil will be thrown to earth for a short time.  
Then he'll be bound and thrown into the abyss / pit for 1,000 years, not able to deceive.  
After his release, he'll be thrown into the lake of fire, tormented forever.

Lead your discussion back to Job 1 and ask what happened in verses 13-19.

On the same day, Job heard that all he possessed was destroyed—even his sons and daughters were killed. Satan had done his work.

You might ask your group what they learned about Satan's power and limits and how it relates to their lives.

Verses 20-22

How does this chapter end? What was Job's response?

Job didn't sin or blame God / charge God with the wrong; instead, he mourned and worshiped. He knew where everything he had came from.

Satan was wrong about what he said in verse 11.

Ask your group what they think of this response and why Job might have responded this way.

Tell them to look at their At a Glance chart and ask what they noted as a possible chapter theme for Job 1.

Blameless and upright Job; Satan before the Lord, took all Job had; Job worshiped

## **JOB 2**

### Verses 1-10

How are these verses similar to Job 1, and how is this encounter different?

Another day when Satan and sons of God went before the Lord, He brought up Job again. This time the Lord said Job still held fast to integrity.

When the Lord said Satan incited Him to ruin / destroy Job, it doesn't mean that Satan had power over God. Chapter 1 said God gave Satan permission to do what he did.

Satan then proposed that Job would curse God if his body were wounded. But Job didn't sin with his lips when Satan smote him with boils (ESV—struck him with loathsome sores). Even his wife encouraged him to curse God.

Job asked a good question in verse 10. You might ask your group if they are willing to accept adversity / evil as well as good from God. Why?

### Verses 11-13

Who came to see Job and why? What happened?

Three of Job's friends came to sympathize and comfort him.  
When they saw him, they mourned and sat with him silent for seven days and nights.

Now ask about a theme for Job 2 on the At a Glance chart.

Satan smote Job with boils (ESV—struck Job with sores); Job didn't sin; three friends to sympathize and comfort

## **JOB 3**

### Verses 1-10

After the seven days and nights, who spoke first, and what did he say?

Job cursed the day he was born because of his suffering / misery.  
His desires for that day are listed in poetry.

You might ask your group if any of them have felt that way or know someone now who is feeling the same. How can understanding these first chapters in Job help the situation?

### Verses 11-19

There is a question in the lesson asking what these verses say about death. Tell your group to look at their list in Day Three and ask what they noted.

Expire, quiet, slept, rest, no being, no light, no wicked raging / troubling, rest for weary, prisoners at ease, slave free

What did Job want? How did he think he could have had it?

Relief  
He wished he'd died at birth.

Encourage your group to continue their study of Job so they learn how to help those who feel like Job did.

#### Verses 20-26

What was Job asking in these verses? What was his condition?

Why is life given to one who suffers / is in misery?  
He wanted to die.  
Groaning / sighing, crying / groaning, fearing, dreading

How does verse 26 contrast with what he said about death in the previous verses?

He was not at ease, quiet, at rest, but he was in turmoil / trouble.

You might ask your group to consider the drastic change in Job's life from chapter 1 to this point. How can that help relate to someone in Job's situation? Tell them to look at "Insights on Those Who Are Hurting."

What is a possible theme for Job 3? Tell them to look at their At a Glance chart.

Job cursed day of his birth

### **JOB 4**

Who spoke next, and what seemed to be his understanding of Job's suffering?

Eliphaz's question to Job indicated that he didn't want Job to be impatient. Job had helped many in the situation he was in, but when he suffered, he became dismayed.

Verse 6 looks like he encouraged Job to hope.

Eliphaz based his assessment of Job's condition on  
what he had seen, verses 7-11  
visions, verses 12-14  
a spirit, verses 15-21

It seems that Eliphaz thought Job had committed some iniquity that brought on his suffering. The voice of the spirit he heard in a vision asked if a man could be just / right before God or if one could be pure before his Maker.

Eliphaz didn't think Job was right before God.



Was Eliphaz’s understanding of Job’s suffering correct? Why?

Job 1–2 repeat that God said Job was upright and these chapters tell why Job was suffering.

Job 42:7 says Eliphaz was not right.

Now tell your group to look at their At a Glance chart and ask about a chapter theme for Job 4.

Eliphaz spoke: Job impatient; what he had seen, visions, a spirit; man just / right before God?

You might ask your group what lessons for life they learned from this chapter. Did they record anything on their list “Insights on Those Who Are Hurting”?

## **JOB 5**

How did Eliphaz continue?

There is no one to turn to when being angry and foolish. He might have taken Job’s turmoil to be not only impatience but also anger / vexation.  
Man is born for trouble.

He told Job to seek God in order to have hope.

Eliphaz viewed Job’s condition as God’s discipline on him.

Based on Job 1–2 and 42, was Eliphaz correct? But how sure was he?

No.

He had investigated / searched out, and knew he was right.

According to Job 2:11, why had Eliphaz and Job’s other friends come to Job?

To sympathize and comfort him  
Eliphaz was not doing either.

Tell your group to look at their At a Glance chart and ask for a theme of Job 5.

Seek God; don’t despise His discipline

How can believers going through suffering deal with people who give advice based on their own understanding of why people suffer?

You might ask if they’ve learned anything about sympathizing and comforting one in pain.



## **JOB** **PUP LEADER GUIDE** **Lesson 2**

### **Lesson emphasis:**

- Job 6–10
- Job and Bildad

### **REVIEW**

To begin your discussion, you might ask your group what they remember from Job 1–5. Tell them to look at their At a Glance chart as a visual aid.

Job was blameless, upright, fearing God, and turning away from evil.  
That description is repeated in Job 1–2; twice it’s what God said about Job.  
The Lord also said that there was none like him on earth.  
He was the greatest man / person of the east, having many possessions and a large family.

Satan and the Lord had a conversation about Job in chapter 1, and God gave permission for Satan to take away all Job had. Satan said Job would curse God if that happened. Job didn’t sin but mourned and then worshiped the Lord. He didn’t blame God.

In Job 2, Satan received permission from the Lord to touch Job’s body. Again, he said Job would curse God if that happened. And again, Job didn’t sin, but told his wife that they should accept adversity / evil as well as good from God.

Job’s three friends came to comfort and sympathize with him but didn’t recognize him. They sat for seven days and nights in silence because they saw his pain / suffering was very great.

Job was the first one to speak, and he cursed the day of this birth. He said he longed for death, but he was in turmoil / trouble.

Then Eliphaz spoke based on what he’d seen and what a spirit in a vision had said. He seemed to accuse Job of being impatient and foolish and not seeking God.

Eliphaz told Job that he was suffering God’s discipline, and he said he knew what he was talking about.

### **JOB 6**

Ask your group what verses 1-7 are about. Who spoke and what did he say?

Job responded to Eliphaz’s statements.

His grief / vexation outweighed even the sand. Therefore, his words were rash.

He described what he felt like in verse 4.

You might ask your group if they've experienced this with someone they know who is or has gone through severe pain. Then ask how they handled it or what they learn from Job about how to comfort someone like that in the future. Tell them to look at their list "Insights on Those Who Are Hurting" as a visual aid for this discussion.

Ask what they learned from the cross-reference in 2 Corinthians.

2 Corinthians 1:3-8

God is the Father of mercies and the God of all comfort.

Believers should extend mercy and comfort to those hurting.

They don't need for everything they say to be corrected at the moment of pain.

God comforts believers so they can comfort others.

Paul himself despaired of life when he was afflicted beyond his strength.

Believers are to patiently endure and look to God and other believers for comfort.

What else did Job say in verses 8-13?

He told of his request to God.

It seems that he wished for death, as in chapter 3.

But he also said he had not denied God's words.

That was his consolation / comfort, not Eliphaz's words.

What did Job say about himself and others in verses 14-23?

Job was a man in despair, but there was no kindness or help from his friend. He indicated that a lack of kindness to one in suffering can lead to the sufferer forsaking God.

*NOTE: ESV, verse 14, does not use "despair," but says, "He who withholds kindness from a friend forsakes the fear of the Almighty."*

His brothers had vanished like water in wadis.

Job said those who saw him were afraid and that he hadn't asked for anything from them.

What do verses 24-30 say?

Although Job asked to be taught and shown his error (ESV—made to understand how he had gone astray), he knew what he had heard wasn't valid. Twice in verse 29 he told Eliphaz to desist his injustice (ESV—let no injustice be done).

Job made a statement in verse 26 about the words of a despairing person—they belong to the wind (ESV—the speech of a despairing man is wind).

You might ask your group how they might help a person in despair. How can it help to remember that their words are sometimes rash because of pain and just belong to the wind / are wind?

Now tell them to look at their At a Glance chart and ask about a theme for Job 6.

Job in despair but consoled / comforted that he'd not denied Holy One's words

## **JOB 7**

How did Job continue his response to what Eliphaz had said in chapters 4–5? Who did he seem to address in this chapter?

He described his inner turmoil and his physical condition in verses 1-6.  
He was hopeless.

Job thought he was about to die without seeing good again, verses 7-10.

Ask your group what they learned about Sheol from verses 7-10. What is Sheol?

Sheol refers to the place of the dead.

What does the cross-reference in Genesis tell about Sheol?

### Genesis 37:35

This is a reference to Jacob mourning for his son Joseph who he thought was dead. He said he would go down to Sheol in that mourning—it would last the rest of his life.

Lead your discussion back to Job 7. What was Job going through and who did he address?

Verse 11 says he was still speaking from anguish of spirit and bitterness of soul, not just pain in body.

Beginning in verse 8—maybe before, it seems that Job addressed God in his statements.

Job said to leave him alone.

In verse 17, Job started asking questions. Some of them are about sin and what he had done for God to cause such suffering.

What were Job's questions in verses 20-21?

He asked God what he had done to become His target / mark. Why didn't God pardon him if he had transgressed?

Job 1–2 is clear that is not the case.

Ask what your group noted on their At a Glance chart as a possible theme for Job 7.

Job spoke in anguish of spirit, bitterness of soul to God

## **JOB 8**

Who spoke in this chapter, and how did he respond to Job?

Bildad began by asking how long Job would continue with words of a mighty / great wind. Then he talked about his understanding of how the Almighty deals with sin and people. He specifically spoke of Job's sons.

Bildad agreed with Eliphaz that Job needed to seek God. And if he did, things would be great.

Then he told Job to learn from past generations / bygone ages, from their words.

It seems in verse 13 that he said Job had no hope because he had forgotten God.

Then in verse 20, Bildad basically said Job was not a man of integrity / blameless man but instead an evildoer. Then he tried to offer hope for Job's future life if Job got right with God.

Ask your group what they learned from Bildad's words to Job. What is and is not helpful to one in pain?

What is a possible theme for this chapter?

Bildad said if Job were upright God would restore; seek God

## **JOB 9**

How did Job answer Bildad?

He said he knew that God restored the upright but asked how he could be right before God.

Ask what your group listed about God in verses 1-13. Tell them to look at their list on Day Four of the lesson.

Then what was Job's question in verse 14? How did he continue?

How can man answer God, choose appropriate words?

Job said he didn't believe God was listening to him.

He thought God was against him although he was guiltless / blameless.  
Job despised / loathed his life of despair / calamity.  
Again, he described his fleeing life.

In verses 28-31 Job again spoke to God.  
He could not answer God. And he wanted an umpire between them.  
Job wished God would remove / take away His rod from him.

What is a possible theme for this chapter? Tell your group to look at their At a Glance chart.

Job asked how he can answer God

### **JOB 10**

How did Job continue? What did he say in verses 1-7?

He loathed his life and repeated what he'd said in 7:11.  
Job wanted to ask God why He contended with him.  
He wasn't guilty, but there was no deliverance from God.

Ask your group how they might deal with someone going through and thinking the same as Job.

What are verses 8-17 about?

Job knew God made him and asked if He would destroy him.

Job was in a state of confusion regarding how God might deal with righteous people and with sin. Many now are in the same state of confusion.

You might ask you group how they can avoid that confusion.

What does Job go back to in verses 18-22?

Why was he born?  
He wished he had died before birth.

Tell them to look at their At a Glance chart and ask about a theme for Job 10.

Why do You contend with me? Why was I born?

To end your discussion, tell your group to look at their list on those who are hurting and ask what lessons for life they are learning from Job.





## **JOB** **PUP LEADER GUIDE** **Lesson 3**

### **Lesson emphasis:**

- Job 11–15
- Zophar and Job

### **REVIEW**

To begin your discussion, you might ask your group what they remember from Job 1–10. Tell them to look at their At a Glance chart as a visual aid.

Job was blameless, upright, fearing God, and turning away from evil. The Lord also said that there was none like him on earth. He was the greatest man / person of the east, having many possessions and a large family.

God gave permission for Satan to take away all Job had and touch his body. Satan said that Job would curse God if that happened. Job didn't sin but mourned and then worshiped the Lord. He didn't blame God.

Job's three friends came to comfort and sympathize with him but didn't recognize him. They sat for seven days and nights in silence because they saw his pain / suffering was very great.

Job was the first one to speak, and he cursed the day of this birth. He said he longed for death, but he was in turmoil / trouble.

Then Eliphaz spoke based on what he'd seen and what a spirit in a vision had said. He told Job he was impatient, then accused him of being foolish and not seeking God. Eliphaz told Job that he was suffering the discipline of God.

Job answered in chapters 6 and 7 that he was a man in despair and should have kindness from his friends. His only consolation / comfort was that he had not denied the words of the Holy One. He knew that his words were rash and belonged to the wind / are wind, but he didn't restrain his mouth because of anguish of spirit and bitterness of soul as a result of his calamity. Job directed some of his words to God in chapter 7.

Bildad agreed with Eliphaz and also said for Job to seek God. His words seemed based on things of the past / bygone ages, what history had shown. But he also spoke of hope if Job got right with God.

Job's answer in chapters 9 and 10 contains questions. He began with asking how a man can be right before God. No one can answer God if he wants to dispute / contend with Him. Job said he despised his life; he loathed it. He said he would give full vent / free utterance to his complaint in bitterness of his soul. He asked God why and repeated that he wished he'd not been born. He repeated that he was not guilty.

## **JOB 11**

Who spoke next, and what did he say to Job?

In verses 1-6, Zophar told Job that his multitude of words were not going to silence men. He quoted that Job said he was innocent / clean, and Zophar wanted God to speak against / to that. He wanted God to show Job the secrets of wisdom. Zophar didn't agree that Job was innocent.

You might ask your group what they remember from Job 42:7 about the statements of Job's friends when they talked about God.

They didn't speak accurately about Him.

What are Zophar's words to Job in the rest of chapter 11?

In verses 7-12, he told of God's scope and that He knows false / worthless men. He insinuated that Job was a man with no understanding of God or himself. Zophar pointed out to Job that God sees iniquity—accusing Job of that instead of innocence.

He agreed with Eliphaz and Bildad that Job needed to seek God, get his heart right before Him. He cautioned Job about wickedness / injustice. He said there was hope if Job put away his iniquity. But there is no hope for the wicked.

Tell your group to look at their At a Glance chart and ask about a chapter theme for Job 11.

Zophar—God knows false / worthless men, direct / prepare your heart to be right before Him

You might ask them what lessons for life or insights on those who are hurting they learned from Job 11. Tell them to look at the page from the Appendix "Insights on Those Who Are Hurting" as another visual aid for this discussion.

You might also ask what they base their understanding of God on. How can they be sure it's true?

## **JOB 12**

How did Job respond to Zophar's words?

In verses 1-6 Job said that his "friends" were not the only people with wisdom. He said he also had intelligence / understanding and wasn't inferior to them. He realized that his statements of innocence were a joke / laughingstock to his friends. But Job still said he was just and blameless.

They were at ease and looking at Job's calamity / misfortune with contempt.

You might ask your group if they see this kind of thing happening when those at ease now try to comfort the hurting.

What did Job say in verses 7-25?

Ask even the beasts and the earth (ESV—bushes of the earth), they know that God has done this.

Wisdom, might, counsel, and understanding belong with God.  
Then Job made several statements about what God can and does do.

He gave illustrations of God taking away strength and wisdom from people.  
Man can't change or completely understand what He does.

Before asking about a theme for this chapter, you might ask how Job 13:1-2 relate to chapter 12.

Job understood and knew what they knew; again he said he wasn't inferior to them in knowledge.

What is a possible theme for Job 12?

I'm not inferior to you; wisdom is with God

## **JOB 13**

How did Job continue in this chapter?

In verses 1-12 he states that they are worthless physicians—no comfort. He wants them to use wisdom and be silent while he talks to God.

He said they were speaking for God unjustly / falsely and deceitfully. But they couldn't deceive God; He will surely reprove / rebuke them. Their memorable sayings / maximums are proverbs of ashes.

In verse 13 Job asked that they be silent (ESV—let him have silence) so he can speak. It's his request down through verse 19. Job prepared his case and desired to argue his ways before God / to his face.

Verse 15 is a powerful statement and shows that Job did trust God but wanted some reason for what was happening to him.

Again, he directed his words to God in verses 20-28. He asked two things from Him. Remove Your hand (ESV—withdraw your hand far) from me, and don't let the dread of You terrify me.

He asked God to reply to him—instead of listening to his friends' useless words.

Job asked God to let him know if he had iniquities and sins.  
He questioned why God considered / counted him His enemy.

What is a possible theme for this chapter?

Be silent. I'll argue with God.

What can Job's response and desires show about people who are hurting? Ask your group what application they get from Job 12 and 13.

## **JOB 14**

What did Job say as he continued to speak to the Lord in this chapter?

Job described in verses 1-6 how man is short-lived / few of days and his life is full of turmoil / trouble.

God numbered his days, and he asked God to give him some rest (ESV—that he may enjoy his day).

Then in verses 7-22 he spoke about hope. Nature seems to have some hope but not man. If a man dies, can he live again like a tree? By God not answering Job regarding his life, sin, transgression, and iniquity, Job thought He had destroyed his hope.

*NOTE: Some commentaries suggest that the question in 14 indicates a resurrection. Others think it's the same question as in verse 10 with the answer being in verse 12.*

Job still wanted to die.

You might ask your group if they've ever lost hope because of the wearing away, the weariness and pain of their lives. How can hope be restored?

What is a theme for Job 14?

Short life of turmoil / trouble; hope destroyed

## **JOB 15**

Who responded to Job in this chapter?

Eliphaz, the first of Job's friends to speak, responded to Job again.

What did he say about Job's words in verses 1-6?

Windy knowledge, useless / unprofitable talk, unprofitable words / words that can do no good, crafty language / tongue

He told Job that he didn't reverence God (ESV—doing away with the fear of God) with what he said.

And Eliphaz said Job's own mouth condemned him, not Eliphaz.

Job's lips testified against him.

What is his reasoning in verses 7-16? What did he say to Job?

It seems that Eliphaz reacted to Job's statement that he was not inferior to his friends. He basically said that they all knew what Job knew. Job didn't have any secret counsel (ESV doesn't use "secret") from God.

Verse 10 says that Job's friends were older men—those who should have more wisdom and knowledge than Job who was younger than them.

Eliphaz accused Job of being carried away from God, turning his spirit against God. And in verse 11 he implies that he and his other two friends have gently given words of consolation / comfort for Job to consider.

Verses 14-15, no man is pure or righteous because not even the angels are pure. It seems that verse 16 is directed specifically to Job by Eliphaz; he said Job was detestable / abominable and corrupt, drinking iniquity / injustice like water.

You might ask your group how they have felt when things like this have been said to them. Can they relate to Job's increasing pain?

How did Eliphaz continue in verses 17-35?

Verses 17-18 are Eliphaz's basis for telling Job to listen—again what he had seen. This is similar to what he said in Job 4:8.

Verse 25 states his accusations against Job.

In verses 34-35 it seems that Eliphaz accuses Job of being godless.

What is a possible theme for this chapter?

Eliphaz: we know what you know; listen / hear; arrogant against / defies the Almighty

While your group is looking at their At a Glance chart, ask if they noted that Job 15 begins the second cycle of the friends speaking to Job. They might need some help with recording things like this on the chart.

To end this discussion, you can ask what lessons for life your group learned from Job 11–15.



## **JOB** **PUP LEADER GUIDE** **Lesson 4**

### **Lesson emphasis:**

- Job 16–19
- Job and Bildad

### **REVIEW**

To begin this discussion, tell your group to look at their Job at a Glance chart, their list of “Insights on Those Who Are Hurting,” and their notes on Day One and Day Two of the lesson. Then ask what they remember from Job 1–15. Why did Job suffer? In general, what did Job’s friends say to him and how did he respond? How does this apply to life now?

Job 1–2      Job suffered because Satan wanted Job to curse God, but he didn’t. God gave permission for Satan to afflict blameless Job.

Job 3–15      Job’s friends told Job he suffered because of some sin he committed. They told him to seek God and turn from his sin. He held fast to his integrity.

Chapter 15 begins the second cycle of what the friends said.

### **JOB 16**

How did Job answer Eliphaz the second time?

He said his friends were sorry / miserable comforters.  
This time “windy words” were applied to their statements to him.  
In verses 1-4, he said he could speak as they did if he were in their place.  
And verse 5 is a contrast, he could speak to strengthen and give solace.

Job spoke of his pain in verses 6-17 and what God was doing to him. He was exhausted / worn out and shriveled, a witness and testimony, even to himself.

He didn’t understand why God was angry / had wrath with him.  
But according to Job 1 and 2, God wasn’t.

In verses 15-17 Job put on sackcloth, wept, and prayed.

Ask what your group learned from the cross-references on sackcloth.

Genesis 37:31-35 and Psalm 30:10-12

Putting on sackcloth indicated mourning. Jacob mourned for his son Joseph.

Lead your discussion back to Job 16 and ask about the last paragraph, verses 18-22.

Job referred to his friends as scoffers (ESV—said his friends scorn him).

He longed for an advocate (ESV—one who testifies for him) in heaven; he looked to God as he pleaded his cause (ESV—argued his case) while anticipating death.

Then tell your group to look at their At a Glance chart and ask about a theme for Job 16.

Sorry / miserable comforters, scoffers / scorers—windy words; Job exhausted / worn out, prayed, looked to heaven

## **JOB 17**

How did Job continue in this chapter? Tell your group to look at the lists they made in the lesson on Day Three as a visual aid while discussing this chapter.

His spirit was broken, and he was ready for the grave / graveyard.  
He referred to the friends as mockers who provoked him.

In verses 3-16 it seems that Job addressed God and the friends. He looked for a guarantor (ESV—someone to put up security) but found none. Job said God kept the friends from understanding. He didn't find a wise man among them.

His hope was gone.

You might ask your group what happens to people when they've lost hope, as Job did. What do they need to offer people in that condition? How can people have hope?

Now ask about a possible theme for Job 17.

Job's spirit broken, no hope; not a wise man among friends

## **JOB 18**

What did Bildad say as he responded to Job in this chapter?

He basically asked why Job considered them stupid.

Verse 4 refers to Job as thinking his condition should be monumental to all.

In verses 5-21 Bildad said that the wicked don't know God. So he and the other two friends weren't wicked because they thought they knew Him and Job didn't. He accused Job of being wicked.

Their accusations of Job were getting worse.



What is a possible theme for Job 18?

Bildad said friends not stupid and Job was wicked

## **JOB 19**

What was Job’s response?

How long will you torment me, crush me / break me in pieces with your words, insult / cast reproach upon me?

In verses 7-12 he spoke of what he thought God did to him. And the result was no hope. Again, he said God was angry with him (ESV—kindled his wrath against him).

Verses 13-22 begin with Job being estranged, forgotten, a stranger, a foreigner to his family and friends. Even his servants didn’t answer when he called, and young children despised him. All turned against him.

He asked the friends to pity / have mercy on him instead of persecuting / pursuing him.

Then Job expressed his desire for his words to be written in a book. And they are!

What did Job know in verses 25-27? What was written and is part of God’s Word?

He knew his Redeemer lives and he would see God after his death.

How do the cross-references in Job relate to verse 25?

### Job 9:33

An umpire / arbiter between Job and God

### Job 16:19

A witness in heaven for Job

His advocate (ESV—he who testifies for me) on high

### Job 17:3

A guarantor (ESV—one who will put up security) for Job

Ask about the definition of “redeemer” in Job 19:25.

*gaal*—“to avenge, revenge, ransom”<sup>1</sup>; “to redeem an object through payment”<sup>2</sup>

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<sup>1</sup> James Strong, *Enhanced Strong’s Lexicon* (Woodside Bible Fellowship, 1995), H1350.

<sup>2</sup> Warren Baker and Eugene E. Carpenter, *The Complete Word Study Dictionary: Old Testament* (Chattanooga, TN: AMG Publishers, 2003), p. 176.

How do the Old Testament cross-references use this word?

Leviticus 25:25

The nearest kinsman was to buy back / redeem the property sold by a poor relative.

Ruth 4:1-9, 14

The closest relative / redeemer to Naomi refused to redeem the piece of land that originally belonged to her husband. Boaz, the next closest relative, redeemed it and got Ruth as his wife in the process. The Lord didn't leave them without a redeemer.

Psalm 103:1-5

The Lord pardons / forgives, heals, redeems life from the pit, crowns with lovingkindness / steadfast love and compassion / mercy, and satisfies. That is what Job wanted.

Now ask about the New Testament cross-references on redemption.

1 Corinthians 1:30

Christ Jesus is redemption for believers.

Ephesians 1:7

The redemption came through Jesus' blood, His death on the cross.  
Forgiveness is part of redemption.

You might ask your group if they know what Job knew about the Redeemer. Is He their Redeemer?

Lead your discussion back to Job 19 and ask about verses 28-29.

Job spoke to the friends. They were persecuting him but needed to be afraid of judgment for themselves.

What is a possible chapter theme for Job 19?

Job: how long will you torment me? why do you persecute / pursue me?

To close this discussion, you might ask your group, How has this study impacted your understanding of suffering? Of God's sovereignty?

Has it helped them work through tough situations in their lives?

## **JOB** **PUP LEADER GUIDE** **Lesson 5**

### **Lesson emphasis:**

- Job 20–25
- Zophar, Job, Eliphaz, and Bildad

### **REVIEW**

To begin this discussion, tell your group to look at their Job at a Glance chart and their list of “Insights on Those Who Are Hurting” as visual aids for this discussion. Then ask what they remember from Job 1–19. Why did Job suffer? In general, what did Job’s friends say to him and how did he respond?

*NOTE: Keep your review brief as there is a lot to discuss from this lesson. Watch your time carefully.*

Job 1–2

Job suffered because Satan wanted Job to curse God, but he didn’t.  
God gave permission for Satan to afflict blameless Job.

Job 3–19

Job’s friends told Job he suffered because of some sin he committed.  
They told him to seek God and turn from his sin. Their accusations of Job intensified to the point of insinuating that Job was a wicked man.

He held fast to his innocence and asked God to show why he was suffering.  
At one point Job told his friends to be quiet so he could talk to God.

They were sorry / miserable comforters, and Job still wanted to die. His spirit was broken. But he knew that his Redeemer lived.

At the end of chapter 19, Job warned the friends of God’s judgment.

You might ask what the references from Job say about the wicked; Day One of the lesson.

There is no escape; their hope is death; light goes out; they don’t know God.

### **JOB 20**

Who spoke in this chapter, and what did he say? How did he respond to Job’s warning?

Zophar responded out of agitation / haste within because Job insulted them.  
Then he described what he thought of the wicked, the godless—Job.

Verses 1-11, the triumph / exulting of the wicked is short and then he perishes forever.

Verses 12-19, evil is with the wicked and he'll be repaid with it. The wicked rich are oppressors. His thoughts about the godless and wicked are stated in poetical terms that are very descriptive.

Verses 20-29, there is no quiet / contentment in the wicked man. Although he desires evil and riches, he can't retain anything (ESV—he will not let anything in which he delights escape him). He devours, but his prosperity doesn't endure. Job's prosperity as stated in chapter 1 had ended.

You might ask your group what they think Zophar meant by what he said about God's anger.

Job was experiencing God's anger.  
As a wicked man, it was his portion from God—what he deserved.

Ask what they've learned from their study of Job that helps them when they or someone they know suffers.

What is a possible chapter theme for Job 20?

Zophar spoke about the wicked, suffering God's anger

## **JOB 21**

How did Job answer?

First, he asked that they listen to him—let that be their consolation / comfort to him.

In Job 13:5-6, 13 and 17 he made similar statements.  
Then he said Zophar would mock after he answered.

Then he spoke about the wicked:  
They don't always suffer.  
Some become very powerful and are safe. Some are prosperous.  
And they don't acknowledge God.  
Some die fat and others die bitter.

*NOTE: In case someone brings up verse 30, it's translated differently in the ESV—"spared in the day of calamity...rescued in the day of wrath" instead of "reserved for the day of calamity" and "led forth at the day of fury."*

What do the cross-references say about God's wrath?

Romans 1:18  
God's wrath is against ungodliness and unrighteousness.

1 Thessalonians 5:9-11  
God has not destined believers for His wrath.  
Christians are to encourage one another with this fact.

How do these truths relate to Job’s life?

God said in Job 1 and 2 that he was a blameless and upright man.  
Zophar was completely wrong in his assessment of Job’s situation.

What was Job’s conclusion in verse 34?

The friends offer no comfort, just lies.

You might ask if anyone in your group has experienced a situation like Job’s, and how did they deal with it.

What is a possible chapter theme for Job 21?

Job said Zophar mocked, lied; wicked sometimes prosper

## **JOB 22**

Who spoke next?

Eliphaz began the third round of answers and responses.

*NOTE: If your group has not recorded this segment division on their At a Glance chart, tell them to do so now.*

How did he respond in this chapter?

He accused Job of great wickedness / evil in verse 1-11.

He even asked if Job would continue on the path of the wicked, verse 15.

How do verses 6-9 compare with what Eliphaz said in Job 4:3?

Eliphaz contradicted himself.

What did Eliphaz tell Job he needed to do in verses 21-24? And what would the results be?

He called Job to yield / agree with God and receive instruction so that he would return and be restored / built up by God in verses 21-30. He seemed to say that Job trusted in his gold as well as his own righteousness.

Remove unrighteousness / injustice

Place / lay your gold in the dust

Then God will be your gold and the other results in verses 26-30

What do the cross-references say about riches?

Matthew 6:19-21

Store / lay up treasure in heaven not earth. A person's heart is where his treasure is.

Mark 10:17-22

A man owning much property / great possessions and desiring eternal life questioned Jesus. He was told to sell his possessions / all he has and give to the poor to have treasure in heaven. But the man went away sad / disheartened, evidently not willing to do what Jesus said. His heart was with his riches on earth.

Revelation 3:14-18

The only true wealth is what comes from the Lord Jesus.

Lead your discussion back to Job 22. You might ask your group what they think is significant about the repeated use of “the Almighty”? Do they know Him as the Almighty?

What is a possible chapter theme for Job 22?

Eliphaz—yield now, return, remove unrighteousness and be restored  
(ESV—agree with God, remove injustice, and be built up)

**JOB 23**

Again, Job replied. What did he say?

He longed to present / lay his case before God but couldn't find Him.  
Eliphaz had said Job needed to return to God for His words to be in his heart, 22:22.  
But Job said he wanted to hear from the Almighty, but couldn't find Him.

Job was convinced that if he could talk to God, God would listen and deliver / acquit him.  
Verse 7 refers to the Almighty God as Judge.

Job seemed to have a bit of hope according to verse 10.

How do the cross-references on refining relate to Job 23:8-14?

Job knew God was working in his life doing what was appointed for him.

He knew he was being tried and would come out as gold because he had not turned away from following the Almighty.

Proverbs 17:3

The Lord tests hearts. It seems that was what happened to Job.

Isaiah 48:10

God uses affliction to test and refine people.

Ask your group how they have experienced God’s testing and refining. Are they content to watch the process in the lives of people they love? Or do they try to stop it by alleviating the affliction?

You might also ask what they learned about the process of affliction in refining as they’ve studied Job 1–23.

How does what Job said in 23:12 contrast with Eliphaz’s accusation in 22:22?

Job had not departed from God’s command, His words, as Eliphaz had accused him of.

How does this chapter end in verses 15-17?

Job said he was dismayed / terrified of being in God’s presence.  
God made his heart faint; the Almighty dismayed / terrified him.  
But he would not be silenced by the darkness or gloom / thick darkness covering him.  
He still looked for God.

What is a possible theme for this chapter?

Job: where to find God and present / lay my case; He tried me; I treasured His words

## **JOB 24**

How did Job continue in this chapter?

Again, he asks some “why” questions.  
Why doesn’t the Almighty store up times—maybe referring to judgment?  
(ESV—Why are not times of judgment kept by the Almighty?)  
Why don’t those who know Him see His days?  
These questions seem to relate to God being the Judge.

Then in verses 2-8 he states what some do, and in verses 9-11 what others do.  
It seems Job spoke about wicked or godless people in this chapter.

*NOTE: The marginal note in the NASB says “Others” in verses 9 and 13 is literally “They.”*

The wicked oppress the orphans / fatherless, widows, poor so that they have nothing,  
verses 3-12.

What did he say in verses 13-25?

The wicked don’t want to know the light or its ways.  
Murderers, thieves, adulterers are familiar with thick / deep darkness.

Job contrasted himself with them, 23:17.  
Sheol consumes / snatches away those who sinned.

God sees their ways.  
They're exalted for a little while and then gone.

In verse 25, Job asked who could prove him wrong.

Ask about a chapter theme on the At a Glance chart.

Why? The wicked sin and are cut off. Who can prove me a liar?

## **JOB 25**

What short answer did Bildad give Job?

He spoke about God being over all.  
Then he asked the question from Job 4:17; 9:2; and 14:4.  
The heavens aren't pure to God, how much less man.

He said Job couldn't possibly be right or pure in God's sight, contradicting again Job's claim of being upright—Job 23.

What is a possible theme for this short chapter?

Bildad: how can a man be just / right before God?

How does the cross-reference in 1 Corinthians relate to Bildad's questions and statements?

### 1 Corinthians 6:9-11

The unrighteous will not inherit God's kingdom; they won't be part of it.

But those justified—made right—in the name of Jesus and in the Spirit will be part of God's kingdom.

To end your discussion, you might ask what lessons for life your group has learned from this lesson. Are there any new insights on those who are hurting or how to help them?



## **JOB** **PUP LEADER GUIDE** **Lesson 6**

### **Lesson emphasis:**

- Job 26–31
- Job’s response

### **REVIEW**

To begin this discussion, tell your group to look at their Job at a Glance chart. Then ask what they remember from Job 1–25. Why did Job suffer? In general, what did Job’s friends say to him and how did he respond?

*NOTE: Keep your review brief as there is a lot to discuss from this lesson. Watch your time carefully.*

#### Job 1–2

Job suffered because Satan wanted Job to curse God, but he didn’t.  
God gave permission for Satan to afflict blameless Job.

#### Job 3–25

Job’s friends told Job he suffered because of some sin he committed.

They told him to seek God and turn from his sin. Their accusations of Job intensified to the point of insinuating that Job was a wicked man. Their words increased in anxiety and attacks on Job.

He held fast to his innocence and asked God to show why he was suffering.

At one point, Job told his friends to be quiet so he could talk to God.

At another point, he said he couldn’t find God to present / lay his case before Him.

They were sorry / miserable comforters, and Job still wanted to die. His spirit was broken. But he still had a glimmer of hope.

Bildad spoke last and asked how a man can be just / right before God—the same question in Job 4:17 and 9:2.

### **JOB 26**

How did Job respond to Bildad?

Verses 1-4 seem to be his evaluation of the friends’ words.

What help? What counsel? Whose spirit was expressed (ESV—whose breath has come out from you)? What wisdom?

Ask what your group learned from the cross-references in Job about wisdom.

Job 11:1-6

Zophar confronted Job saying that God should speak against him / to him.  
Then he said wisdom has two sides and God partially forgets iniquity.  
(ESV—God is manifold in understanding and exacts less than your guilt deserves.)

Job 12:1-4, 7-13, 16

Job sarcastically said that wisdom would die with the three. Then he said he had intelligence / understanding as well as they, and he wasn't inferior to them in knowledge.

Part of his knowledge was that older people have wisdom and understanding.  
God has wisdom, might, counsel, and understanding.

Lead your discussion back to Job 26 and ask about verses 5-14.

Job spoke of God, but only the fringes / outskirts of His ways.  
Death, earth, clouds, moon, light, heavens, sea, thunder

Who can understand Him or His ways?

Give time for your group to discuss how these verses describe the Almighty and relate to their lives.

Ask what they noted as a possible chapter theme on their At a Glance chart for Job 26.

Friends no help, counsel; fringes / outskirts of God's ways; Who can understand Him?

You might also ask if they noted anything from this chapter on their list of "Insights on Those Who Are Hurting." And give time for them to discuss any relevant application.

## **JOB 27**

How did Job continue in this chapter?

In verses 1-2, he still attributed his suffering to God's sovereignty.  
He stated that he still held to his integrity in verses 1-6.  
And he would not say that his "friends" were right about him.

In verse 7 Job spoke of his enemy, his opponent.  
Then in 8-12 he asked questions about the ungodly and God.  
He said his friends were foolish / vain.

Verses 13-23 tell Job's view of the wicked man's portion from God.

What is a possible chapter theme for Job 27?

Job held fast to his integrity and righteousness; friends—foolish/ altogether vain

## **JOB 28**

You might ask about the three paragraphs in this chapter. How do they relate to one another?

Verses 1-11

Men mining for metals and precious stones in hidden places

Verses 12-22

But where can wisdom and understanding be found?

Man doesn't know the value / worth.

Verses 23-28

It only comes from God.

The fear of the Lord is wisdom.

To depart / turn away from evil is understanding.

What do the cross-references in 1 Corinthians and James say about wisdom?

1 Corinthians 1:26-31

Jesus Christ becomes God's wisdom to believers.

James 1:2-5

Believers' faith is tested by various trials. The purpose is endurance / steadfastness.

It's good to ask God for wisdom when going through the various trials.

You might ask your group how much they value wisdom. Do they fear the Lord? Are they departing from evil? Encourage them to evaluate their lives regarding wise living.

Then ask what they noted as a possible theme on their At a Glance chart for Job 28.

Mining, wisdom; fear of the Lord, depart / turn away from evil

## **JOB 29**

What is Job's discourse about in this chapter?

It seems the whole chapter is Job longing for his life before the suffering.

He viewed those days as when God was with him unlike his present time.

This chapter gives more description of the prestige and value Job had in society.

This adds to the descriptions of him in chapters 1 and 2.

Verses 18-20 tell what he thought about his death at that time.

How differently he thought about death at his present time.

People listened and waited for his counsel.

He comforted the mourners.

The opposite was happening to him—he was mourning and receiving no comfort.

Ask about a theme for this chapter.

Job longed for the days when God watched over him, when people listened to him

### **JOB 30**

How does this chapter contrast with Job 29?

“But / and now,” verses 1, 9, 16

Verse 27—days of affliction

Those younger and outcasts mock / laugh at Job.

He was their taunt / song, a byword to them.

Abhorred, spit at, profit from his destruction (ESV—promote my calamity).

His soul was poured out within him because of his days of affliction.

Job cried to God for help, but there was no answer.

He said God was cruel to him and persecuted him.

Again, he said he was mourning with no comfort (ESV—darkened, but not by the sun).

You might ask about relevant application from this chapter.

Then ask about a chapter theme.

But now—mocked,/ laughed at, abhorred, days of affliction

### **JOB 31**

How does this chapter begin? What did Job say in verses 1-4?

He was righteous and had even made a covenant with his eyes not to look at other women lustfully. But he seemed to say that didn't matter to God at that point.

What word is repeated at the beginning of several verses in this chapter?

“If”

What point did Job try to make in this chapter? What was his reasoning?

His focus was on what he had done to be right, to be a man of integrity.

If he had done any of the things listed in this chapter, then he deserved calamity, judgment.

Falsehood, deceit  
Adultery  
Despised a claim / rejected the cause against him  
Not caring for poor, widow, orphan / fatherless  
Put confidence in gold, wealth  
Worship of sun, moon  
Rejoice over enemy's extinction / ruin or curse enemies  
Taken land or fruit / its yield

In verse 33 he said he didn't cover his sin like Adam tried to do (ESV—as others do).

And again, he asked the Almighty to answer him, verse 35. Then he stopped talking.

What is a theme for this chapter?

Job's last words: If I...; let the Almighty answer me

*NOTE: Again, help your group to record the segment division on their At a Glance chart.*

How do the things in this chapter relate to a believer's life now?

Give time for your group to discuss what they learned from the friends' words and from Job's words—what to say or not say.

To end your discussion, ask what they learned about Job from the cross-reference in James 5 and how it relates to Job and to their lives.

James 5:7-11

Job is the example of endurance / steadfastness.

The Lord is compassionate and merciful even during the trials.



**JOB**  
**PUP LEADER GUIDE**  
**Lesson 7**

**Lesson emphasis:**

- Job 32–37
- Elihu’s words

**REVIEW**

To begin this discussion, ask your group how Job 31 ended and how Job 32 begins in verse 1.

Job and the three friends stopped speaking.

What, in general, had the three friends said to Job?

They said Job was suffering because he had sinned.  
They even called him wicked.

What, in general, had Job repeated?

He had not sinned, and he wanted to talk to God about his situation.

Ask your group who was right, based on Job 1 and 2.

God said Job was blameless and upright.

Now compare Job 42:7 with the above information. What did God say about chapters 4–25?

God’s wrath was against the three because they didn’t speak what was right about Him as Job had.

**JOB 32**

Verses 1-5

Who else had heard what was said in Job 3–31, and what did he think about it?

Elihu—a younger man who waited for the older to speak first  
He was angry at Job and the friends for what they had said.  
Job justified himself.  
The friends had no answer and condemned Job.

According to what the lesson says, how can the word “before” be translated, and what does that indicate?

There’s a footnote in the NASB saying it can be translated “more than.”<sup>1</sup>  
(The ESV says “rather than”<sup>2</sup> as do other translations.)

Job justified himself more than or rather than justifying God.

What do verses 4 and 5 say about Elihu?

Verse 4 shows a respect from Elihu, followed by his anger in verse 5.

*NOTE: Commentaries differ in what they say about Elihu, whether what he said was right or not. If there is confusion among your group, you might ask if God said he was wrong in Job 42:7. Also, God Himself was angry at what the three had said.*

### Verses 6-22

What did Elihu say?

He waited to speak because he thought that age brought wisdom.  
But he changed his mind about that and said understanding and wisdom come from God.

So he called them all to listen to what he thought.

Elihu had listened and paid close attention to what was said.  
He was about to burst to have his say to all of them.  
He wasn’t going to be partial anymore, even to those older.

What is a possible chapter theme for Job 32?

Elihu said older but not wise; listen to me

You might ask your group what they think about wisdom and age, wisdom and God. Who do they know who is wise, and how is it demonstrated?

## **JOB 33**

Who did Elihu address in this chapter and what did he say?

He addressed Job by name in verse 1.

He told Job in verse 7 that he didn’t need to fear words from him. Elihu’s words wouldn’t weigh heavily on Job—wouldn’t cause him more pain.

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<sup>1</sup>New American Standard Bible: 1995 update, marginal note (Job 32:2) (LaHabra, CA: The Lockman Foundation, 1995).

<sup>2</sup>The Holy Bible: English Standard Version (Job 32:2) (Wheaton, IL: Crossway Bibles, 2016)



Elihu reminded of some of Job’s words in verses 8-12 and said Job wasn’t right because God is greater than man. Verse 13—God doesn’t give people an account of all He does (ESV—God will answer none of man’s words).

Then Elihu told how God speaks sometimes—dreams, visions, and even pain.  
But people don’t always hear Him speak.  
God speaks to turn people from bad actions and keep them from death.

How does the cross-reference in Hebrews relate to what Elihu said about God speaking?

Hebrews 1:1-3

God has spoken in different ways through prophets and spoke in His Son Jesus.

The author of Hebrews agreed with what Elihu said.

Lead your discussion back to Job 33 and ask about verses 19-28.

Verses 19-22 describe what Job went through. Elihu implied that God spoke to Job but he didn’t hear Him.

In 23-28 a mediator is mentioned again—an angel, one out of a thousand.  
The reason is to remind a man of what’s right, as verses 17 and 30 also indicate.

How does the cross-reference in 1 Timothy relate to Job 33:23-28?

1 Timothy 2:5-6

There is one mediator between God and man—Christ Jesus.  
He gave His life as the ransom to redeem people.

Go back to Job 33 and ask about verses 29-33.

God does the things listed in this chapter to bring men back and enlighten them.  
He speaks in various ways.

The chapter ends with Elihu again calling Job to listen to him. He wanted to justify Job, and he told him to answer if he could, but otherwise Job could learn wisdom from Elihu.

Tell your group to look at their At a Glance chart and ask about a chapter theme.

Elihu—listen to me; God speaks but doesn’t give account of all His doings / answer man’s words

## **JOB 34**

What does Elihu continue to call Job and friends to do? What does he say in this chapter?

He continued to call them to hear his words, listen / give ear to him.

His reference to them as “wise men” seems sarcastic.

In verses 5-9 Elihu reminded of some things Job had said.

God took away his right.

It doesn't profit for a man to be pleased with God (ESV—to take delight in God).

*NOTE: When Elihu “quoted” Job or the three, it wasn't always a direct quote but sometimes the gist of what Job had said.*

Then in 10-30, he made statements about God, the Almighty.

God doesn't do wickedness or wrong—He pays / repays man according to his work.

God doesn't pervert justice.

God is the one who gives breath.

He shows no partiality.

He sees man's ways and his iniquities / evildoings.

He hears the cries of the poor and afflicted.

Ask what your group learned from the cross-references about God seeing.

Jeremiah 16:17; 32:18-19 and Proverbs 5:21; 15:3

Man's ways and iniquities are not hidden from God; He sees and hears all.

He sees in every place and watches evil and good.

Lead your discussion back to Job 34.

What are verses 35-37 about?

The three had said about Job:

He spoke without knowledge or wisdom / insight.

He should be tried to the limit / end because of his wickedness.

He added rebellion to his sin because He spoke against God.

What is a possible chapter theme for Job 34?

Elihu: the Almighty does not pervert justice, He sees and hears cries of afflicted

## **JOB 35**

How did Elihu continue in this chapter?

Again, he stated something Job had said. Job was more concerned with his righteousness than he was with God's righteousness. Job had basically said there was no advantage to his righteousness; no more profit (ESV—no better off) than if he had sinned.

Elihu answered Job and the friends by telling them that man's sin didn't accomplish anything against God or man's righteousness added nothing to God.

Verses 9-13 again mention men crying out to God for help. He won't listen to / does not hear an empty cry.

What do the cross-references in Psalms say about men crying to God?

Psalm 72:12-14 and 145:18-19

When the afflicted / poor cry to God, he delivers them. He has compassion / pity on the poor / weak and needy. He rescues / redeems them from oppression and violence.

The Lord is near to those who call on Him in truth. The fear of the Lord is mentioned in these verses—God fulfills their desires; He hears their cries and saves them.

Go back to Job 35 and ask what else Elihu said in this chapter.

He told Job that he had to wait for God to answer.  
Just because Job didn't see God didn't mean God was not there.

Again, Elihu said Job didn't know what he was talking about.

You might ask your group about any relevant application they gained from what Elihu said so far. Give time for discussion.

Then tell them to look at their At a Glance chart and ask what they noted as a chapter theme.

Elihu: you must wait for God to answer

### **JOB 36–37**

What did Elihu say in chapter 36? What and who did he speak about?

There was more to be said on God's behalf.  
Elihu told Job and the other three what he knew to be true about God.  
He focused on God rather than on Job's situation.

Ask what your group observed from this chapter about their Maker. As they discuss this chapter and the next, give time for them to make application from what these chapters say about their Maker.

One perfect in knowledge was with Job.  
God is mighty, just / right—even with kings on thrones and with the godless.

Elihu said Job and the three had been full of judgment on the wicked.  
Wrath can lead to scoffing.

It seems he told Job not to long for death, verse 20.  
No one can legitimately say to God that He has done wrong.  
Men should exalt / extol God's work.

Verses 24-33 tell of some of God’s work and basically ask if men can really know or understand His works.

What else did Elihu say about God in Job 37:1-13?

God’s voice—majestic, thunder and lightning  
Man can’t comprehend.

Snow, rain, storm, cold, ice, clouds

What did he call Job to do in verses 14-20?

Elihu told Job to consider God’s wonders / wondrous works—the One perfect in knowledge.

It seems he wanted Job to understand that God is so much more than Job’s situation and confusion.

Encourage your group to do the same—consider God’s wonders and who he is.

Elihu pointed out that Job didn’t know how God works.

How does this chapter end? What do verses 21-24 say?

God is awesome—splendor, majesty, exalted / great in power.

He is just and abundant in righteousness.

Men are to fear Him.

He doesn’t regard any who are wise of heart (ESV—wise in their own conceit).

God is so far above and greater than man.

Job had no right to judge God’s workings toward him.

Ask your group how they summarized themes for Job 36 and 37.

Job 36            More said on God’s behalf, exalt / extol His work

Job 37            Consider God’s wonders / wondrous works and fear Him

You might ask if they noted the segment division of Elihu’s words on their At a Glance chart.

Then ask what lessons for life your group learned from what Elihu said in these chapters.

## **JOB** **PUP LEADER GUIDE** **Lesson 8**

### **Lesson emphasis:**

- Job 38–42
- God

### **REVIEW**

To begin your last discussion of Job, tell your group to look at their At a Glance chart. Then you might ask what they would tell someone if asked what Job is about or what they learned from studying it. Give time for them to verbalize what they would say.

You might ask what they think the main point of Job is. Or what main things they learned.

### **JOB 38–39**

Who spoke to Job and how?

The Lord answered out of the whirlwind.

How does this compare with what Elihu had said about God in Job 36:24–37:24?

God exalted, majestic, wonders of God  
Men should fear Him

How did the Lord begin in Job 38:1-7?

He agreed with Elihu that Job had spoken without knowledge.  
Then He asked questions showing Job how much greater He is than any man.  
He spoke of creation and control of earth.

What do the paragraphs in these chapters tell about? What works and wonders of God?  
Give opportunity for your group to discuss any application from these verses.

38:8-11 the sea  
12-15 the dawn  
16-18 the sea again  
19-24 light and snow  
25-30 flood / torrents of rain and rain  
31-33 stars  
34-38 clouds

Then animals made by God  
38:39-41 the lion and the raven

39:1-4 mountain goats  
5-12 wild donkey and wild ox  
13-18 ostriches  
19-25 the horse  
26-30 the hawk and eagle

There is a question in the lesson at the end of Day One and Two. What might be God’s purpose in Job’s life in asking all these questions? Ask your group how they answered.

And there is another question in the lesson after that asking what new insights about God students learned. Ask how they answered that question also.

Then ask what they noted on their At a Glance charts as possible themes for Job 38 and 39.

Job 38	Lord answered Job out of whirlwind; do you know...earth and heaven?
Job 39	Do you know...understand...animals?

## **JOB 40–41**

How does chapter 40 begin in verses 1-5?

The Lord asked Job another question indicating that he could find no fault in God nor reprove / argue with Him.

Job answered indicating that he learned, understood what the Lord had said.  
He had his time with God but realized that his questions and his case were insignificant.

You might ask your group if they have ever experienced a similar time with the Lord.

What happened in 40:6-9?

This time the Lord spoke to Job out of the storm / whirlwind and said the same thing in verse 7 as He did in Job 38:3.

And again, the Lord asked Job some questions in verses 8-9.

Could Job annul God’s judgment (ESV—put him in the wrong)?

Could he condemn God to justify himself / make himself right?

This question compares with Job 32:2.

Was Job’s arm like God’s?

Could he thunder His voice like God did out of the storm?

The answers are “no.”

What are 40:10-14 about?

The Lord told Job of His eminence / majesty, dignity, honor / glory, and anger toward the proud and wicked.

If Job could be and do all of that, then the Lord would confess / acknowledge to him that his own right hand could save Job.

What is the rest of chapter 40 and all of 41 about? How do these chapters compare with 38 and 39?

Again, the Lord spoke of animals He made—as well as making Job.

Two powerful beasts—one on land and one in the sea.  
Behemoth  
Leviathan

*NOTE: Commentaries differ regarding which animals these two refer to. For example: some think dinosaurs and some think hippopotamus and crocodile.*

Ask about Job 41:10-11. What was God’s point in describing these two powerful beasts?

If no one can stand before a creature God made, then no one can stand before Him.  
Job had no qualification to call God into a contention.  
No one had given to God so that He owed a repayment to the person, Job included.

Tell your group to look at their At a Glance chart and ask about possible themes for chapters 40–41.

Job 40 God spoke out of storm / whirlwind; you condemn Me? Made you and Behemoth  
Job 41 Leviathan; Who can stand before Me?

Ask about any relevant application from these two chapters.

## **JOB 42**

### Verse 1-6

How did Job answer the Lord?

He agreed that he spoke about things he didn’t understand about God.  
Things too wonderful

Verse 4 is the opposite of 38:3 and 40:7. Job realized his place before the Lord.

He saw the Lord, retracted what he had said (ESV—despised himself) and repented of it.

What is the definition of “retract / despised”?

“to reject, despise, refuse”<sup>1</sup>

Ask your group if they truly realize their place before God? How should this be lived out?

### Verses 7-9

Who and what are these verses about?

God’s wrath /anger was against the three—who had evidently heard all of Job 36:1–42:6. He told Eliphaz and the other two to take sacrifices to Job and offer them. Then His servant Job would pray for them. The Lord would accept Job.

They deserved punishment for their folly in speaking.

They obeyed the Lord, and He accepted Job (ESV—accepted Job’s prayer).

Does it seem that Job forgave his friends? What amount of pain is to be forgiven those who hurt believers?

### Verses 10-17

What happened in these verses?

Restoration for Job twofold

His brothers and sisters consoled (ESV—showed him sympathy) and comforted Job regarding his adversities (ESV—for all the evil).

Job’s last days more blessed than his beginning  
No women as fair / beautiful as Job’s daughters  
He lived 140 more years, evidently after his children grew up  
Job saw four generations after him.

Tell your group to look at their At a Glance chart and ask for a theme of Job 42.

Job retracted / despised himself, repented, and was restored by God

How can the theme of the book of Job be summarized?

Blameless Job suffered greatly; friends didn’t comfort; God spoke and Job understood

Close your discussion by asking what this study of Job has done for your group.

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<sup>1</sup>James Strong, *Enhanced Strong’s Lexicon* (Woodside Bible Fellowship, 1995), H3988.