

2026-02-25 Small Group Guide

Small Group Guide: Speaking Truth in Love

Based on Job 32-34 - Elihu's Response

Opening Prayer (5 minutes)

Begin by asking God to help your group speak truth with love, listen with humility, and grow together in wisdom.

Ice Breaker (10 minutes)

Question: Share about a time when someone spoke a difficult truth to you that you needed to hear. How did you respond initially, and how did it impact you long-term?

Key Takeaways from the Sermon

1. The Importance of Respectful Confrontation

Elihu waited respectfully before speaking, but when God prompted him, he spoke boldly yet humbly. He confronted Job not to condemn him, but to bring him to repentance.

2. God Speaks in Many Ways

God doesn't always speak the same way. He may use dreams, warnings, other people, circumstances, or His written Word. We need to be attentive and discerning.

3. The Danger of Self-Righteousness

Job justified himself rather than God. We must guard against thinking God owes us something because of our good behavior.

4. We Need Each Other

We all have blind spots. The church exists partly so we can lovingly help

each other see what we cannot see in ourselves.

5. Salvation Includes Saving Others

1 Timothy 4:16 reminds us that watching our life and doctrine closely saves both ourselves and our hearers.

Discussion Questions (30-40 minutes)

Understanding Elihu's Approach

What impressed you most about how Elihu handled this confrontation?

What can we learn from his example?

Read Job 32:6-10. Elihu was young and waited respectfully. How do we balance respect for others with the need to speak truth? When is silence appropriate, and when does it become cowardice?

The pastor mentioned that Elihu was angry but didn't sin in his anger (Ephesians 4:26). What's the difference between righteous anger and sinful anger? How can we tell which we're experiencing?

Recognizing When to Speak

Read Job 33:14-18. Elihu describes various ways God speaks to us. Which of these ways has God used to get your attention recently?

Dreams or visions

Persistent thoughts

Warning feelings

Other people

Circumstances

Scripture

The pastor shared the story of Philip and the Ethiopian eunuch (Acts 8).

Have you ever felt God prompting you to do something that seemed illogical or uncomfortable? Did you obey? What happened?

What typically holds you back from speaking up when you sense God prompting you?

Fear of rejection

Uncertainty about what to say

Worry about damaging the relationship

Thinking it's not your place

Other reasons

Avoiding Self-Righteousness

Read Job 33:8-12. Elihu confronted Job's self-righteousness. In what ways do we subtly tell God what He "owes" us because of our good behavior or sacrifices?

The pastor said, "The point of salvation isn't what I get out of it." How does our culture (even Christian culture) promote a "what's in it for me" approach to faith? How can we guard against this?

Building Each Other Up

Read Matthew 18:15-17 and 1 Timothy 5:1-2. What principles do these passages give us for confronting someone in love?

The pastor mentioned that we often tell others about someone's offense instead of going directly to the person. Why do we do this? What would change if we followed the biblical pattern?

Read 2 Timothy 2:24-26. What attitudes should characterize us when we need to correct someone? How does this passage describe the goal of correction?

Practical Application

Is there someone God has been prompting you to speak to, but you've been avoiding it? What's holding you back? How can this group pray for you?

On the flip side, are you open to others speaking truth into your life? How can you create an environment where people feel safe to lovingly confront you when needed?

Personal Reflection (10 minutes)

Take a few minutes of silence for individual reflection. Consider these questions:

Examine yourself: Is there an area where you've been justifying yourself rather than humbling yourself before God?

Consider your relationships: Is there someone you need to reconcile with? Someone you need to approach in love?

Listen to God: Is He prompting you to speak up about something? To apologize for something? To change something?

Practical Applications This Week

Choose one or more of these to commit to this week:

Option 1: The Reconciliation Step

If there's someone you've offended or who has offended you, take the Matthew 18 approach this week. Go directly to them (not to others) seeking reconciliation.

Option 2: The Accountability Invitation

Ask a trusted friend or family member: "Is there anything in my life that you see that doesn't honor God? I give you permission to speak truth to me in love."

Option 3: The Obedience Challenge

Commit to acting on the next prompting you sense from God's Spirit, even if it seems uncomfortable or illogical (while testing it against Scripture).

Option 4: The Gratitude Shift

Instead of focusing on what you think God owes you, spend 10 minutes each day this week thanking Him for specific undeserved blessings.

Option 5: The Scripture Study

Read the rest of Elihu's speech (Job 32-37) this week and journal about what you learn about God's character and how He works.

Prayer Requests and Closing Prayer (10-15 minutes)

Share:

Specific relationships where you need wisdom or courage to speak truth

Areas where you're struggling with self-righteousness or pride

Requests for discernment to hear God's voice clearly

Pray for:

Humility to receive correction

Courage to speak truth in love

Wisdom to know when to speak and when to be silent

Healing in broken relationships

Openness to the Holy Spirit's promptings

For the Group Leader

Preparation Tips:

Read Job 32-34 before the meeting

Be prepared to share your own example of when you had to speak difficult truth or receive it

Create a safe environment where people can be honest about struggles

Don't let the discussion become gossip about others who aren't present

Be ready to gently redirect if someone becomes defensive or argumentative

Follow-Up:

Check in with members who shared specific commitments

Continue praying for the prayer requests shared

Consider pairing up accountability partners from the group

Memory Verse for the Week

2 Timothy 2:24-25a (NIV) "And the Lord's servant must not be quarrelsome but must be kind to everyone, able to teach, not resentful. Opponents must be gently instructed, in the hope that God will grant them repentance leading them to a knowledge of the truth."

Closing Thought

Speaking truth in love is one of the most difficult—and most necessary— aspects of Christian community. Like Elihu, may we learn to speak with both boldness and humility, always aiming not to condemn but to restore, not to win arguments but to win brothers and sisters back to truth.