



Bryan Dik: [\(00:03\)](#)

I talk about my calling in different ways, depending on who's asking, but what it often boils down to is it's like everything I'm involved in is really about helping people understand what makes them unique and then find pathways for expressing that in the world to make things better.

Joanna Meyer: [\(00:23\)](#)

You're listening to the Faith & Work Podcast where we explore what it means to serve God, neighbor, and society through our daily work.

Joanna Meyer: [\(00:34\)](#)

Hi, and welcome for the Faith & Work Podcast. I'm Joanna Meyer, the director of public engagement here at Denver Institute. And I'm joined today by my colleague, Brian Gray, our COO and director of the 5280 Fellowship. How's it going, Brian?

Brian Gray: [\(00:48\)](#)

Too well. Yeah, we're hanging in and feeling the emergence of life back, hopefully, to normal in this great spring towards summer season.

Joanna Meyer: [\(00:59\)](#)

Today, we're going to talk about a topic that is a hot one here at Denver Institute. The concept of calling. And I say it's a hot topic because we get questions related to calling more than almost any other subject. And I think there are a couple of reasons why. One is that, as we talk about work being an expression of our God-given identity, it creates a sense that work should be purposeful and intentional. So, people want to know that what they're doing matters to God and making sure that they're doing the thing that God wants them to do. It's a process of discernment.

Joanna Meyer: [\(01:32\)](#)

And the other reason why people ask a lot is it can really be hard to translate biblical principles around calling into the marketplace. I think about some of the timeless principles about trusting God with our work. And it's really hard to know how does that inform how I pick a college major or sort through job postings on ZipRecruiter. So, that combination of timeless principles and real world application can be lacking, which is why I'm excited about the topic today.

Joanna Meyer: [\(01:58\)](#)

Brian, I want to bring you into the conversation because you and I have both described moments where we're meeting with someone who's a thoughtful Christian over coffee. And we sense that that person needs some career counseling or just some help navigating a job search process. And we really don't have specific advice to offer them. You've worked with hundreds of seminary students and fellows over the years, professionals in various stages of their career who ask questions about calling. Why do you think it's so hard to translate biblical principles into actually building a career?



Brian Gray: [\(02:29\)](#)

Yeah, I think... There's a couple of reasons. I think the first thing is that people have an understanding of calling that is maybe a little bit of skew of how the Bible predominantly understands it, which is, in the scriptures, it's entirely relational. God has [inaudible 00:02:46] himself that we're called into union and communion with Christ. This applies to every area of our lives and a big one for people is work and occupation. But what they oftentimes do is they're looking for a vision of God's will that's like the needle in the haystack. "God, tell me to do this one specific thing and I'll be obedient." That's so faithful. And it's so well-intended, but God is actually always calling us unto himself than to steward our lives in a particular way on behalf of worshiping him and loving others.

Brian Gray: [\(03:16\)](#)

So, I think that that really pinpoints specific nature of God's will is one place people miss and integrating these, but the other, I see a lot of people with the exception is coffee conversations. You've just mentioned so many times people kind of go in on their own and they feel like they've got to figure this thing out as opposed to turning to a broader community and saying, "Will you speak into a process? How have you observed me? How have you seen me? Where is the highest and best use of who I am? How do I come alive? In what ways do you [inaudible 00:03:47] God's wired me?" And so, some of those questions where other people's input is really critical is such a valuable way for us to be thinking about stewarding our own lives before God and for others.

Joanna Meyer: [\(03:59\)](#)

Yeah. Our guest today, Professor Bryan Dik, has a lot to say about this topic because he's a social scientist who has spent his career studying the psychology of vocation. I didn't even know that field existed, but Bryan argues that psychological principles when they're thoughtfully applied can provide some critical missing pieces in this conversation on calling. It's reflective of why we may struggle when we sit down with people wanting career advice to know where to point them. And so, today's conversation will explore both spiritual practices that can help us with discernment as well as some practical exercises that can begin to inform career decisions. So, if you're someone who regardless of the stage of your career is struggling to figure out what's next, I think today's episode will have some practical wisdom and also some helpful links at the end of the show that we'll share with you to really begin your process of getting clarity around your calling. Brian, would you introduce our guest?

Brian Gray: [\(04:52\)](#)

Yeah, sure. Dr. Bryan Dik is a vocational psychologist. He's a professor of psychology at Colorado State University and is the co-founder and chief science officer of jobZology. Bryan studies both meaning and purpose in the workplace, a sense of calling and vocation and career development. And then the intersection of faith and work. He's published a number of books pertinent to this subject as redeeming work, which we'll link to in our show notes. The other book is Make Your Job a Calling. So, we're really glad to have Dr. Bryan Dik with us today. We're really grateful to have you having the conversation with us today on the podcast. Let's talk



a little bit about your field of research and the work that you like to do. Start us off. What is vocational psychology? I used a fancy phrase in your introduction.

Bryan Dik: [\(05:39\)](#)

Okay. I would say vocational psychology is the scientific study of career choice and development. I'd broaden it a little bit. Theory, research and practice related to career choice and development.

Brian Gray: [\(05:54\)](#)

That's great. So, what are some of your interests specifically within that field?

Bryan Dik: [\(05:59\)](#)

Well, I've become very passionate about meaningful work. There's a whole research, tradition and literature on what makes work meaningful for people. Some people attack it from the perspective of purpose. What does a sense of purpose at work look like? For me, the word is calling. So, if you're doing research on a topic like calling, you have to start by defining it and then you have to develop scales to measure it. And then you can include it in all kinds of surveys along with other scales that measure other things. And you could administer that to the groups of people and see how all those things are related. And people have been doing that for 15 to 20 years or so. We've learned a lot from it, but those are the things that I focus most on.

Joanna Meyer: [\(06:45\)](#)

Bryan, your passion for this work comes from your own experiences as a young adult who struggled with career direction. What was that journey like? And how does that experience inform your work today?

Bryan Dik: [\(06:56\)](#)

Well, there are some ironies, I think, in my own journey. Really, if you talk to a psychologist, a lot of us end up in the field because we're trying to figure out things that we're struggling with personally. And so become very passionate about investigating that and then end up deciding and might as well turn it into a career. I mean, for me, I was one of these college students in my second year starting to get letters from the registrar saying, "You're a junior now and we placed a hold on your records. You can't register for courses until you declare a major." And I just was resistant to that. I mean, I waited as long as I could because I was interested in all kinds of different things and the thought of choosing one path, if that meant not choosing something else that was appealing, was paralyzing to my decision-making.

Bryan Dik: [\(07:45\)](#)

But ultimately I looked at my transcript. I realized I had more credits in psychology than anything else. And it seemed interesting enough. I was a good student. So, I went to graduate school. Ironically, I ended up in a program that I didn't realize until I got there because I was very naive in my process, but they were well-known for their contributions to research and theory related to career choice. This was University of Minnesota. And I even found myself working at our clinic.



We had a vocational assessment clinic. And so, here I am facilitating a career assessment process for these stream of middle career adults who were miserable in their work lives while I at the same time was kind of struggling with this whole, "What should I do with my life?" Quest myself. So, a little bit of a wounded healer kind of phenomenon.

Bryan Dik: ([08:46](#))

And because I'm a person of faith, at that time I was doing all of this reading, mostly in practical theology to try to get a handle on what it looks like to discern a calling. I realized maybe I should see what psychologists have had to say about this. And at that time, there wasn't a lot that psychologists said. And so, that's when I started to kind of put two and two together and realize that maybe one of the ways I can use the training that I had been immersed in to have some meaningful impact in the world is to seriously study what it looks like to approach work as a calling and what difference it makes for people who experience their work that way. So, I kind of concluded that maybe a big part of my calling within the work world anyway, is to investigate, study calling and then develop some practical strategies for experiencing that for folks.

Joanna Meyer: ([09:41](#))

Very cool. Bryan, we're going to give you a moment that every writer enjoys and that's hearing somebody else read a clip from their own writing, but in a recent article, in the journal of psychology and Christianity, you challenged members of the Faith & Work movement of which Denver Institute's a part, to take advantage of the resources that social sciences have to offer. And so, this is what you wrote. You said, "Even a casual perusal of practical faith and work resources reveals that the vast majority have been written by pastors, theologians and business leaders. Authors guided by scripture experience an historical wisdom from which I've personally benefited richly, but authors who tend not to make a habit of reading and seldom even have access to empirical social science research published in peer review journals. Although understandable, it's nevertheless unfortunate because key questions asked by many Christians about their career decision-making and workplace experiences are not directly addressed in scripture yet are directly addressed within vocational psychology." I found this intriguing because you're presenting an integration of psychology and faith. Tell us a little bit more about the research you do as a social scientist and how it compliments the historic teachings of the Christian faith.

Bryan Dik: ([10:54](#))

Yeah. Well, it's an exciting question for me because scripture is authoritative. Don't hear me say that it isn't, but the sufficiency of scripture means that it's authoritative on every concern it addresses, but the Bible is not an encyclopedia or a manual for living in 2021. So, it doesn't directly address every problem of living in the real world. And so, for me as a vocational psychologist, I read the pages of scripture. I say, "What are the themes that I really need to attend to? What are the teachings here that are relevant to my understanding of the work world?" But then I'm also looking at what we're learning from empirical research on what animates people in the world. What makes them excited? What types of factors influence good outcomes from people's career choice and development? Those kinds of things.

Bryan Dik: ([11:54](#))

And honestly, I see all kinds of points of convergence. So, I'll just give you one example. Kind of a classic strategy in career counseling is to look at how people are unique, how they're different from other people, and then to engage in some kind of matching process. Given the ways that you are unique in terms of your gifts. And I use that word really broadly. We could refer to interests and work values and personality and skills, all that stuff. Given how you're unique, what are some career paths that we know satisfy those particular areas of uniqueness? And we call this person environment fit. The greater the fit, the more likely the outcome is going to be a good one for that individual.

Bryan Dik: ([12:39](#))

Well, if you read the New Testament, in several places, Paul talks about spiritual gifts and the church. And he talks about the metaphor of the body. The church is made of different parts just like different parts of the body. One part can't say to the next, "You're not important." All of them are important. The key is to kind of work collaboratively to advance the wellbeing of the whole. And Paul's talking about the church there, but that basic principle applies to the world of work. And I'm not the first person to point this out. Far from it. Martin Luther identified this. Calvin elaborated that, and then the Puritans took the ball and ran with it. In vocational psychology, there's now decades of research that have basically demonstrated empirically that the better the fit between an individual in their work environment, the more likely that person is to perform well to be satisfied, that kind of thing. So, that's just one example I think of how a principal that's on the pages of scripture really bears out when we use science to investigate that idea. And we see that the results confirm it.

Brian Gray: ([13:52](#))

Well, you're speaking our love language. That type of integrated thinking and practice is such a rich way for Christians to be exploring issues of vocation. Let's talk about a couple of these, particularly, from your book and you describe a few spiritual disciplines or spiritual practices that are key to helping us discern a sense of calling. Can you walk through a couple of those practices as examples and how might listeners engage those with regard to vocational discernment?

Bryan Dik: ([14:25](#))

Yeah. I will do that. Let me give just a little bit of context. So, usually, when I talk about these things, I'll say that these spiritual practices help set the tone. They don't make a decision for a person, right? So, I think they're necessary for Christians, but they're not sufficient. So, sometimes I talk about praying and waiting and praying is so important. Waiting can be problematic if it's a passive kind of waiting. So, there's wisdom and activity that needs, I think, to be part of it for most of us, but that praying as part of this series to get directly to your question of practices, I think the first one is solitude in silence. So, this is being still and knowing that God is God, right? Psalm 46. It's sort of freeing yourself from noise in your environment and also noise in your mind, praying that God will kind of purge us from distraction.



Bryan Dik: ([15:28](#))

And I just want to say this sounds a lot like mindfulness and meditation, which is really big right now. For Christians, the goal is not to empty the self, but rather it's to create space for focused attention on God. So, that's one practice that I think helps sets the tone. Certainly a deep reading of scripture is another one. This means reading the Bible not just for information or to understand. History of Bible times, it's sort of placing yourself within the text and just really deeply trying to understand how our own identities show up in light of God's work of redemption. So, it kind of just a careful sort of meditative reading dwelling on words and phrases that speak to us in a unique way.

Bryan Dik: ([16:18](#))

And then when we talk about prayer, there are different types of prayer that I think are helpful. And Ruth Haley Barton and others have written about this. I'm talking about about kind of three ways of setting the tone with prayer. One is a prayer of quiet trust. One is a prayer for indifference. One is a prayer for wisdom. So that prayer of quiet trust is basically lifting up to God our complete dependence on him and just sort of surrendering to God, placing ourselves in his hands and radically engaging in that kind of dependence. The prayer for indifference doesn't mean we're ambivalent. It's instead kind of asking God to help us surrender to his will and to make us indifferent to anything else other than his will.

Bryan Dik: ([17:08](#))

And then the third, that prayer for wisdom is really key. I think when I was 19 trying to figure out what I was supposed to do with my life, I asked God for a divine revelation. "Tell me what the answer is," expecting I would have my own Moses in the desert, burning bush or... I don't think I expected an audible voice, but I did sort of assume I'd have some kind of spiritual awakening event or something. And really, I think what we've learned, both theologians, interpreting scripture, and the social sciences on this speak to this need to instead pray for wisdom. Like, "Lord, give me wisdom in making decisions about my life." And I think all of that layered onto the other practices and things I've described here really do create an environment in which a person is open to the prompting of the spirit. I think that's necessary. It's not always sufficient, but it's a necessary starting point for believers.

Jeff Haanen: ([18:07](#))

Hi, this is Jeff Haanen, the founder of Denver Institute for Faith & Work. And thanks for listening to the Faith & Work podcast, and for letting me interrupt you briefly to share just a request. I want to ask you to consider becoming a financial contributor to Denver Institute. Each day, thousands of people listen to our podcasts, engage our short courses and grow spiritually as a result of generous donors like you. Each podcast episode is 100% funded by generous donors who believe that work as a way to love God, serve our neighbors and demonstrate the gospel to our world. If you've enjoyed the Faith & Work podcast, would you consider paying it forward by giving it right now? You can give by visiting difw.org/donate or by visiting the show notes page from this episode. Whether it be \$50 a month, \$25 a month or a gift of any amount, we are so



grateful for your support. Again, you can give by visiting difw.org/donate or by checking out this episode's show notes. Thanks again for your generosity towards God's people and toward the mission of Denver Institute. And now, back to the Faith & Work Podcast.

Brian Gray: ([19:08](#))

Bryan, what I love about particularly as you've expanded and talked about Ruth Haley Barton, there's three types of prayers as I lead the vestry and part of an Anglican church, which is just really fancy speak for your advisory or like an elder board. And we routinely go to these three. We read Ruth Haley Barton's book together to onboard new vestry members routinely come back to those three practices for discernment in a church-based leadership setting. They are absolutely just as at home for the committed believer to the craft or their profession in the boardroom as you're suggesting here in occupational, vocational, [inaudible 00:19:47]. Those are really beautiful concepts.

Brian Gray: ([19:50](#))

You also, in your book, you [inaudible 00:19:52] an acronym... Or I'm sorry, this acronym "WIMSI". And I spelled W-I-M-S-I. What's this acronym stand for? And how could you walk us through maybe some of the steps of that to help people to think through some of these practices now connecting to the career decisions they might be making?

Bryan Dik: ([20:13](#))

Sure. This acronym comes from a set of what we call critical ingredients that have been shown to lead to good outcomes in career development interventions. When I say interventions, I don't mean the [inaudible 00:20:26] intervention. I mean research on career counseling, individual group, online courses. These types of activities that are designed to help people make decisions about their careers. There've been decades now of studies that have experimentally tested these things. And a group of researchers led by Steve Brown at Loyola University Chicago conducted was meta analysis. That's a study of studies. And they were interested in this question, "Do these types of interventions actually help people?" So, do people with career development concerns, do they have better outcomes after participating in these types of interventions than people with similar concerns who don't?

Bryan Dik: ([21:11](#))

And then they asked the question, "If that's true and if some intervention strategies are more effective than others, what differentiates the super helpful ones that work really well from the ones that don't work quite as well?" And so, they found that the answer to the first question was a very clear yes. People who participate in these types of interventions do have better outcomes than people with similar concerns who don't, but also, yes indeed. There do tend to be some differences between the super effective ones and the ones that are less effective. And that's where this acronym comes from because it refers to these five critical ingredients that they identified. So, these are five things that the super effective interventions tend to include that the less effective ones don't.



Bryan Dik: [\(21:57\)](#)

So, WIMSI, you spelled it out. The "W" in WIMSI refers to written goal setting exercises. Now, we know in psychology that goals are very powerful. They help people sort of articulate what they're after and then organize their behavior in pursuit of those things. But when you put them in writing, it has an extra kind of punch. [inaudible 00:22:21] sort of psychologically, you're making a contract with yourself when you commit a goal to writing, but it also helps you articulate it in a way that can be harder to do if you're just sort of talking it through. So, written goal setting exercises.

Bryan Dik: [\(22:38\)](#)

The first "I" is individualized interpretation and feedback. And there are different ways to achieve that, but one of them is with reliable and valid assessments. So, the use of assessments and career interventions. If they're good assessments, is really important. The other "I" is information, right? Up-to-date, accurate, occupational information. It's like people don't know what they don't know, and in order to make good choices, you need good information. And so, there's different sources for this. Some online... Informational interviews where you find someone who's doing something you're really interested in and you kind of ask them a series of questions to understand it better. That's helpful.

Bryan Dik: [\(23:18\)](#)

The last two things are both deeply relational. Okay. So, one of them is support building. So, these interventions that are really effective make room for people to lean on other people in their lives and in their communities. It recognizes that vocational discernment is best done not in a vacuum, but in the context of relationships. So, where you're drawing encouragement and support. And then the "M" is modeling. And I don't mean super modeling. I mean, role modeling, right? We lean on people who we identify with who have successfully gone through a process that we're going through ourselves.

Bryan Dik: [\(24:00\)](#)

So, these effective interventions that would bring people in who said I was once where you are, and these are the steps that I took to figure out what my calling is. Those are effective interventions that makes people confident. When you identify with someone who's gotten on the other side of this, it makes you feel like you can do that too. So, those things; written goal setting, individualized interpretation and feedback, accurate and up-to-date occupational information, support building and modeling. If you are engaged in activities that include those things, then probably the answers you're seeking will start to emerge.

Joanna Meyer: [\(24:41\)](#)

Bryan, I so appreciate that process because I've in my own life and I've seen other people just struggle through the process of discerning what to do in work because they don't have a process to work. And it's so helpful just to have some simple steps to be able to follow to begin that process. We'll link to your book in our show notes. So, people who want to learn more and maybe engage that process begin to find more information there. And we're just scratching the



surface on practical tools that people can use to discern calling and take next steps in their career. One thing that's fascinating is that in addition to being an academic, you're also an entrepreneur. You founded a software company called jobZology, which helps people gain tools to track their career path. And I was just curious to know, how does founding a company and being its chief science officer, working in software, how is that reflective of your calling?

Bryan Dik: [\(25:32\)](#)

Yeah, I mean, I talk about my calling in different ways, depending on who's asking, but what it often boils down to is, it's like everything I'm involved in is really about helping people understand what makes them unique and then find pathways for expressing that in the world to make things better. And so, jobZology created this software platform called PathwayU where we're sort of leaning on what we know works from research on career choice and development, and then packaging it into one platform where someone can very efficiently create a profile, take a series of assessments, learn about themselves, but then we have some patented algorithms that take that information and then suggest some career paths predicted to fit them well on the basis of their gifts. And then we've got a series of exercises using the WIMSI critical ingredients to help people process that, and then use it to make informed decisions.

Bryan Dik: [\(26:34\)](#)

It's not a tool that makes a decision for a person. No set of assessments or tools could ever promise to do that. And if one does, you should run in the opposite direction away from [inaudible 00:26:46], but I think part of making decisions with wisdom means using resources that are shown to work well and helping people achieve good outcomes. And so, that's what we've tried to harness in creating that assessment system. And that's why it aligns well with kind of how I view my own place in the world and my own contributions to the world around me. It's in taking what we know works, putting it together in a way that people can access. You don't have to spend thousands of dollars on an executive coach. And that'd be great if everyone could experience that, but how can you democratize what really works well from that kind of experience? And that's what we're trying to accomplish with jobZology.

Joanna Meyer: [\(27:35\)](#)

Bryan, I love hearing that. Today, here at the office, I was talking to our interns about work as a way to love our neighbors. And I think about the work that you do about helping people gain clarity on their God-given giftedness and channeling that practically into work in the world. You're helping the imago dei flourish in the lives of people that are getting clarity on their careers. And it's such a beautiful thing. Work is a way to love their neighbor, even if it's helping them find a job that's the right fit for who they are.

Bryan Dik: [\(28:02\)](#)

Amen.

Brian Gray: [\(28:02\)](#)



Yeah. Bryan, I've got a... Kind of a final question related earlier to your wondering career path. My first career endeavor was to be a bartender like my uncle [Bud 00:28:13]. This absolutely freaked out my grandparents who were, I'd say pretty fundamentalist Christians, and I kind of wandered the path all over the place. One other thing is that recognizes, if you will, the crooked or the wandering career path of many people. And in your book, you talk about the idea of the changing nature of work means that people may be employed and make jobs over lifetime even different industries or career fields, depends on your term. And so, we knew we want to be prepared to navigate these types of changes related to our sense of vocation. So, do you use a phrase of having an attitude of planned happenstance to be really critical? Talk to us about this phrase. What's that mean? And how does a listener adopt that type of attitude?

Bryan Dik: ([28:59](#))

Yeah, I think I love this idea. Planned happenstance was a concept that was brought into the world by a crusty vocational psychologist at Stanford named John Krumboltz. And it's basically recognition that if you ask people to describe their career path, there is a lot of meandering that happens. And a lot of people often point to the role of some kind of serendipitous event like, I ran into this person and it turns out they had this amazing opportunity and I jumped on it and that's what led me to where I am. And so, he used the term planned happenstance. It's an oxymoron, right? Happenstance, but planned. Of course, there's a sort of a theological lens that we also look through this that I don't think things happen by accident. So, I like to think of it in terms of providence, but the idea of happenstance or serendipity and sort of planning activities around that is recognizing that it's kind of a numbers game. The more active a person is and how they engage the world, then the more likely they are to encounter some kind of unexpected or unforeseen interaction or event that might lead to a real opportunity that they might find exciting and life-giving and all of that.

Bryan Dik: ([30:20](#))

So, part of what Krumboltz was advocating is, take a very active and engaging approach to the world where you are constantly out there, introducing yourself to people, meeting new people, attending different kinds of events and the more you are engaged in that kind of behavior, the more likely it becomes that something unforeseen happens. And then it's just about having the wisdom to evaluate, is this a real opportunity that actually aligns with what I care about and find exciting and could lead to bigger and better things? And then it's capitalizing on those opportunities. So, when I talk about this, the introverts among us start to freak out and say, "This sounds like something that would be hard for me," and that it'd be easy for extroverts, don't they have a big advantage? And the answer is kind of. I mean, it comes more naturally to people who really enjoy this kind of thing, but if you really want to increase the odds that one of these unexpected events happens to you, you've got to get out there and interact with new folks and then just sort of see what happens and eventually over time, probably something will emerge and then it's just having the wisdom to evaluate that and then jump on it if it does align with something that could be really promising for you.

Joanna Meyer: ([31:42](#))



Bryan, as we wrap up our conversation today, imagine one of our listeners is in a season of frustration related to their calling. It could be someone who's in a job that just feels like this is not a fit for who I am or maybe somebody is approaching retirement and thinking, "I want to be purposeful in the season and maybe I don't want to be completely retired, but I don't want to be working 40 hours a week." Someone who really is anticipating transition and may not know where to start. What are some first steps that a listener could take to begin to discern their calling?

Bryan Dik: [\(32:16\)](#)

Great question. And there's lots of things, but I think a good starting point circling back to our WIMSI acronym and just cherry picking one of those things. Recognize that this is not a journey that usually goes well when you do it in isolation alone. So, it's surrounding yourself with folks who are on your side and who can kind of carry you through the process and provide support. I like to talk about a personal board of directors. Companies have boards of directors and a lot of times, those people provide different really valuable perspectives and there's multiples of them, not just one. So, think about people in your own life who you see as people who have wisdom, who have your best interests at heart, who can be candid with you and honest, who don't have an agenda and reach out to them and say, "Hey, I'm going through this kind of time of discernment. I'm wondering if we can touch base so that I could just pick your brain and get both some help, some support and encouragement, but also some wisdom from you."

Bryan Dik: [\(33:25\)](#)

And then just make sure you've got... I say, at least three people because everyone has a different perspective and it can be really valuable to look at points of convergence that kind of cut across what you're hearing from different people who, you know in different contexts. It takes some effort and you got to put yourself out there a little bit, but that I think is a really super helpful starting point for going through something with both support and probably some modeling behind you.

Joanna Meyer: [\(33:54\)](#)

I love it. Bryan Dik, thanks for the time that you've given us today. Thanks for the amazing work you're doing in an academic context of living out your calling and helping other people vibrantly live out who God has made them to be. It's a gift to our community. I can't wait to see how our listeners take the wisdom from today's broadcast and apply it in their own lives.

Bryan Dik: [\(34:15\)](#)

Thank you so much for inviting me to be on your podcast. I've had a good time.

Brian Gray: [\(34:20\)](#)

Thanks, Bryan.

Joanna Meyer: [\(34:24\)](#)



Gosh, what a practical conversation with Bryan Dik. We want to link in our show notes to two resources that will be particularly helpful for you if you're wanting to take first steps in discerning next steps in your career. The first is that we will link to Bryan's book, *Redeeming Work: A guide to Discovering God's Calling for Your Career* in the show notes for this episode. And a little secret, you can get a free access to his platform, jobZology, simply by purchasing the book. So, it has an amazing value for you in that.

Joanna Meyer: ([34:55](#))

As well, we will link to a free ebook from Denver Institute called *A Study on Calling: New Thoughts for an Old Idea*. And this offers just a very rich theological overview written by our in-house theologian, Ryan Tafilowski, to help you really think about what scripture says about finding God's direction for your life. Two awesome resources. So, check them out. If you have enjoyed today's podcast, would you take a moment and subscribe? Also, we would love to have a review or suggestion from you about what topics you'd like us to discuss. You can email us at podcastatdenverinstitute.org to share your thoughts or share them on whatever podcasting platform you like to hear this episode.

Joanna Meyer: ([35:38](#))

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