

Spiritual Leadership in the Workplace



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Why is it important to me?

- It is important to me because we are a faith based organization that offers room for advancement for all employees, promote housing , serve residents and go the extra mile in doing so, as you will see, but during a survey ; approximately 15% of our employees feel they have not reached their highest potential in the work place.

What do I suggest we do?

- As a company with many spiritual leaders, we will work to decrease the percentage, by helping those individuals find the meaning in their work and demonstrate an authentic concern for the "whole person" as well as identify vision and motivate faith and hope so that individuals full potential can be reached. We love our employees and want to see them advance, so what do we do? We will focus on integrating more spiritual leadership in the workplace.

Contents



A word cloud centered around the word "Leadership". The word "Leadership" is the largest and most prominent. Other words include "Integrity", "Honest", "Communication", "Values", "Purpose", "Determination", "Passion", "Principles", "Appreciation", "Strategy", "Humility", "Commitment", "Responsibility", and "Listening".



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Biblical Leadership

- The biblical spiritual leader understands that his/her leadership is one of servanthood. The spiritual leader leads by example, as Jesus did, who said He came to serve others, not to be served by them ([Matthew 20:25–28](#)). The spiritual leader recognizes that he is first and foremost a servant. Jesus modeled the true servant style of leadership, when He, the Lord incarnate, bent down and washed the feet of His disciples, teaching them that the true measure of a leader is his willingness to first serve others ([John 13:12–17](#)).

Workplace Spirituality (NOT)

Workplace spirituality is not about organized practices. It is not about theology or about one's spiritual leader.

HOWEVER....

Workplace spirituality is about recognizing that it takes place in the context of an organizational community. Organizations that promote a spiritual culture recognize that employees have both a mind and a spirit, seek to find meaning and purpose in their work, and desire to connect with other employees and be part of a community. (Citeman)

Community



Spiritual Leadership in the Workplace Defined

- Spiritual leadership involves the application of spiritual values and principles to the workplace. The spiritual leader understands the importance of employees finding meaning in their work and demonstrates a genuine concern for the “whole person,” not just the employee. (Reference for Business)



How does spiritual leadership effect work?

- A leader's spirituality affects their vision and behavior and the subordinates' commitment is greatly influenced by the leader's vision and goals. The profitability, realization of values and vision and collective organizational responsibility to society and stakeholders accords a measure of a leaders' effectiveness. (NCBI)
- A spiritual leader directly effect cognitive-based trust and affect-based trust through the process of identifying vision and motivating faith/hope, which in turn increases followers' intrinsic motivation to implement creative ideas to pursue organizational vision. (Frontiers)

Ways to integrate spirituality into the workplace



- **1. Connect with your values-** Many people search for a job that is high paying with great perks. Instead, find a place of employment focused on core values consistent with your own. Pay close attention to what companies stand for.
- **2. Be the example-** What can you do to ease the burden for others? Begin by choosing your words and making them count. That means your words reflect your actions. Admit when you are wrong. Celebrate the accomplishments of others. Stay away from water cooler gossip.

Celebrating Accomplishments



Ways to integrate spirituality into the workplace (cont.)

3. Figure out what's important to your job- Take an active role by getting in tune with what's important to those around you. That could involve a workplace issue or something happening in their personal life. Keep the inspiration of others fueled and they will often return the favor.

4. Take a gifts inventory and take action- Part of spirituality is recognizing the gifts and goodness each one of us possesses. Once you have gone that extra mile, don't just discard the information. What you have learned, write it down and put this knowledge to work.

Ways to integrate spirituality into the workplace (cont.)

- 5. **Create a work environment that fosters spirituality-** There are two types of individuals. One divides people; the other bonds them. Aspire to be the latter. Shared purpose results in an enriched life experience. (International Institute For Spiritual Leaders)



Let's Bond



How can spiritual leadership be promoted in the workplace?

- Good communication
- Fairness
- Humility
- Sense of vocation
- Trust
- Vision
- Values
- Truth

(PACTS)

Where do we go from here?

- Identify with who needs to be connected with their values or identify with who feels' they have not reached their full potential
- Help individuals get in tune with what's important around them in the workplace
- In service education
- Implement creative ideas to pursue organizational vision

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