



PUT YOUR SPIRITUALITY TO WORK

Conversation Starters for the Workplace

2.29 DAUNTLESS AND DETERMINED

We can be fearless and confident when we realise that the true source of our creativity is our spiritual nature – as manifestations of the Creator, we share in its creative powers.

Many months ago we began a series of articles related to the acronym “SPIRITED”. We created this acronym to describe the qualities found in people whose creativity at work is a natural expression of their spiritual nature. As we began to focus on the last letter in our acronym, “D” for dauntless, we also thought of its synonyms: fearless; confident; resolute; determined; bold.

We couldn’t help but smile as these words reminded us of the many daring and courageous stories that spiritual-based business executives have told us during our interviews. Each one had its own unique creative characteristics, things that the leader thought and did that no one else around them had thought of.

Ashoke Maitra, former Director of Human Resources for the “Times of India,” is one such example. He was dauntless in creatively leading from his spiritual view of life, which he describes as:

My definition of spirituality is that each soul is potentially Divine. The same energy resides in every human being because we are all part of the same universe. Therefore there is no difference between two human beings because we are creations and manifestation of the same energy.

When Ashoke first joined the newspaper in the mid-90’s, there was a major fight going on between the management and journalists. He chose to locate his office right in the middle of the journalists, rather than isolated on the management floor:

The first thing the journalists asked me was, “How can you come and sit here? You are from the other side.” I said, “But I thought we were all on the same side.” They said, “No, you are from the other side.” So I said, “Fine, I am sitting here and if you hate me I will go away. But it is your choice because I have taken my first step not to have any discrimination, to show you that we are all one, because that is what I believe. I believe in Vedanta and I believe that all of us are the same. If you think I am some kind of skunk, then I will leave, but give me 15 days to see whether you want me to sit here or not.” After 15 days I went to the floor and asked them whether I should stay or go. They said no and asked me to stay. I have now been on this floor for over six years.

Earlier in his career as a human resource director, Ashoke had to deal with an extremely difficult merger of two large petroleum companies. Even then he was resolute and determined to bring forth spiritual consciousness to solve the seemingly insurmountable problems:

Throughout the merger process, I chose to create a spiritual connection so that they could learn to relate with each other as Divine beings, rather than employees of two different companies. We created 44 task force teams and with each team did a retreat-style workshop for 2 days in which we taught Self-Mastery: the art and science of taking responsibility for one's self and learning to stay at equipoise, centred in one's existence.

The retreat had a tremendous healing effect and allowed people to detach themselves from the current reality and look at life from a fresh positive perspective. This resulted in an integration at the spirit level. After that individuals from both sides started working together and were able to evolve a new vision, mission and values policy for the company.

What is the key for all of us to tap into this creative quality of being fearless and confident, no matter what the challenge or circumstances? Looking back to our first article on being a "SPIRITED" person, we found an important clue: *the true source of our creativity is our spiritual nature – as manifestations of the Creator, we share in its creative powers.* Martin Buber, the 20th century Jewish philosopher, boldly points out what it means to live in this awareness:

Destiny is not where we wait for God to push us. We take part in creation, meet the Creator, reach out to Him, helpers and companions.

So, ask yourself: *What is one challenge I have at work, and how can I be dauntless in bringing forth my creative potential to address that challenge?*

This article is an excerpt from the book, *Put Your Spirituality to Work: Book 2 – Work as a Spiritual Practice*. To download the full book of articles, as well as additional book chapters, articles, workbooks, and research on the subject of "spirituality and human values for leadership and work", visit our website: www.globaldharma.org