



PUT YOUR SPIRITUALITY TO WORK

Conversation Starters for the Workplace

3.3 VALUING THE “TRUE WORTH” OF THOSE YOU LEAD

The key to valuing people for their “true worth” is to realise that they are each a spark of Divinity. While we may not always be able to live up to this ideal, it is an inspiring framework that challenges us to grow spiritually.

WHILE SEARCHING through some quotes from our spiritual teacher, Sathya Sai Baba, we found one that has left a profound impression on us. It continually invites us to stop and ponder as to how it can be applied by leaders in the workplace.

If man is valued at his true worth, and treated as a Divine Spark enclosed in the body, then he will rise into new heights of achievement and produce all the necessities of life in profusion. He will not grab or cheat; he will be a good worker, a pure person, and a sincere spiritual aspirant. (Sathya Sai Speaks, Vol. IX)

The key here, of course, is to realise that each person’s “true worth” is based on his or her being a spark of Divinity – consistent with the teachings of so many spiritual paths:

- *Wherever I look, there is God; no one else is seen. (Adi Granth)*
- *I pervade the entire universe in my unmanifested form. (Bhagavad Gita 8:22, 9:4)*
- *We are all of God, and towards Him we are progressing. (Koran ii:156)*
- *One in All, All in One. (Zen Buddhist’s On Trust in the Heart)*
- *I am in my Father and you in Me and I in you. (Holy Bible John 14:20)*

Actively living by this spiritual principle must first show up in the everyday actions of a leader. We witnessed an obvious display of this one evening after spending three hours interviewing G. Narayana, Chairman Emeritus of Excel Industries, Ltd., about his experiences as a spiritual-based leader. Mr. Narayana is equally known as “Guruji” to both the employees and the union leaders of his organisation.

While driving out of the parking lot Mr. Narayana stopped his car and rolled down his window as the security guard came over to him. Mr. Narayana took the security guard’s hands and cupped them in between his own. He spoke several soft, personal words to the security guard and they exchanged a long admiring look toward each other. That one moment together with Mr. Narayana, we knew, would remain in this employee’s mind for the rest of his life.

Ashoke Maitra, former Corporate Director of Human Resources for the Times of India, brings this spiritual principle to life in his employee-training programmes,

My goal for each individual is that they manifest their latent Divinity and become happier. I know when an individual is happier and more joyful their productivity is bound to go up.

Beyond such individual acts, how do spiritual-based leaders inspire *others* to value the true worth of people, and treat people as sparks of Divinity? Consider the ServiceMaster Company, one of the 500 largest corporations in the USA, which provides home services to 21 million residential customers each year, through a network of over 5,400 company-owned and franchised service centres.

ServiceMaster's business success is without question – and it's based upon four corporate objectives:

- To honour God in all we do
- To help people develop
- To pursue excellence
- To grow profitably

What does it mean to them “To honour God in all we do”?

We believe that every person – regardless of personal beliefs or differences – has been created in the image and likeness of God. We seek to recognise the dignity, worth and potential of each individual and believe that everyone has intrinsic worth and value.

This objective is not an expression of a particular religious belief, or a basis for exclusion. Rather, it is a mandate for inclusion, and a constant reminder for us to do the right thing in the right way.

We might not always be able to live by the ideals of valuing those we lead for their true worth and seeing them as a spark of Divinity. Yet it is an inspiring framework that can continually challenge us to grow spiritually in our leadership.

As you seek to value the *true worth* of those you lead, ask yourself: *What would my attitudes and behaviour be like if I valued each person for his/her 'true worth'?*

As you seek to see the *Divinity in all* ask yourself: *How would I state in my own words what it means to treat everyone as a spark of Divinity?*

This article is an excerpt from the book, *Put Your Spirituality to Work: Spiritual-Based Leaders*. 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