Human Values in the Workplace

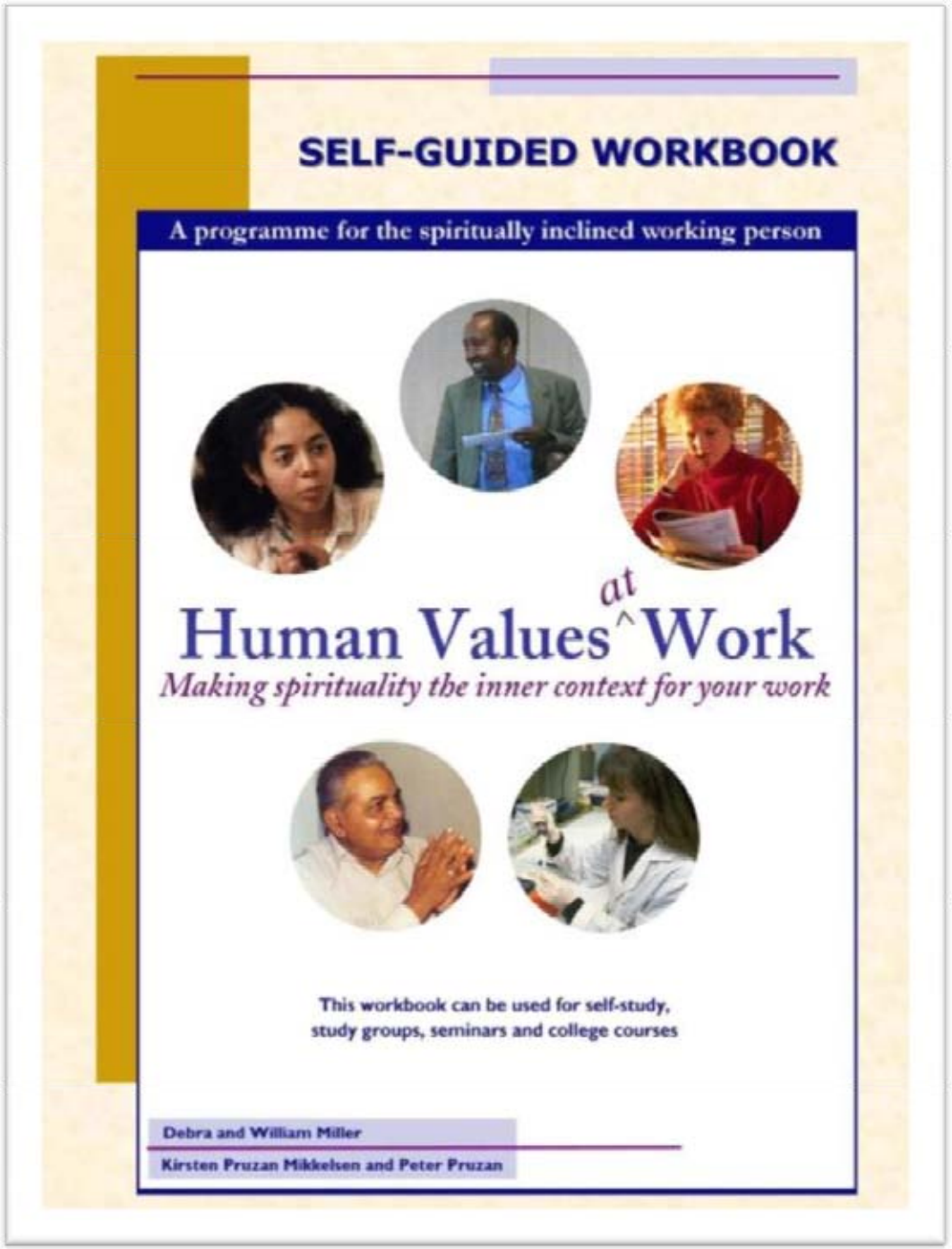
1. Global Perspectives and insights over the last 10 years

2. Self-inquiry exercises to stimulate new knowledge and practices

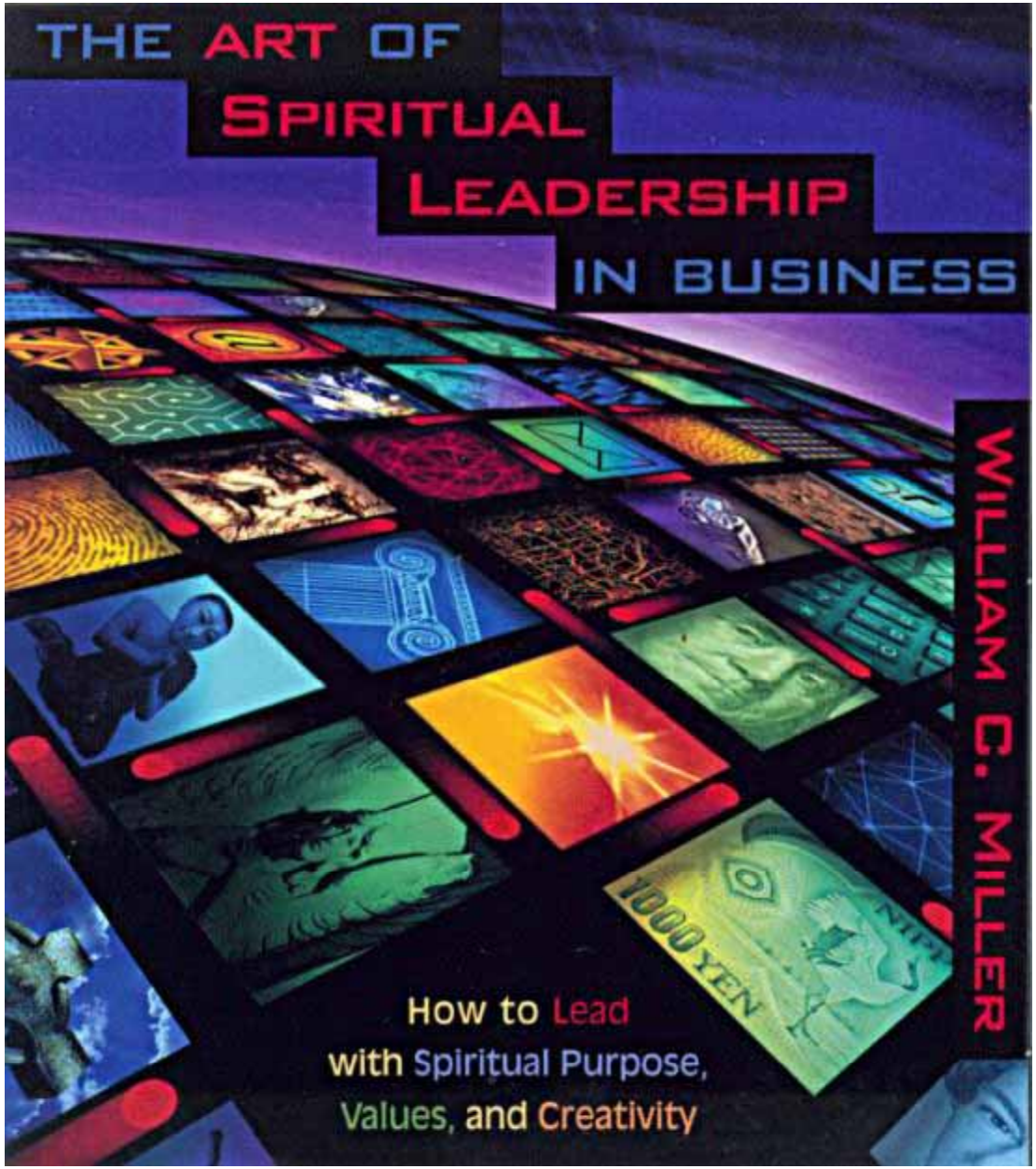
3. Tools and materials available

www.GlobalDharma.org

What are human values?

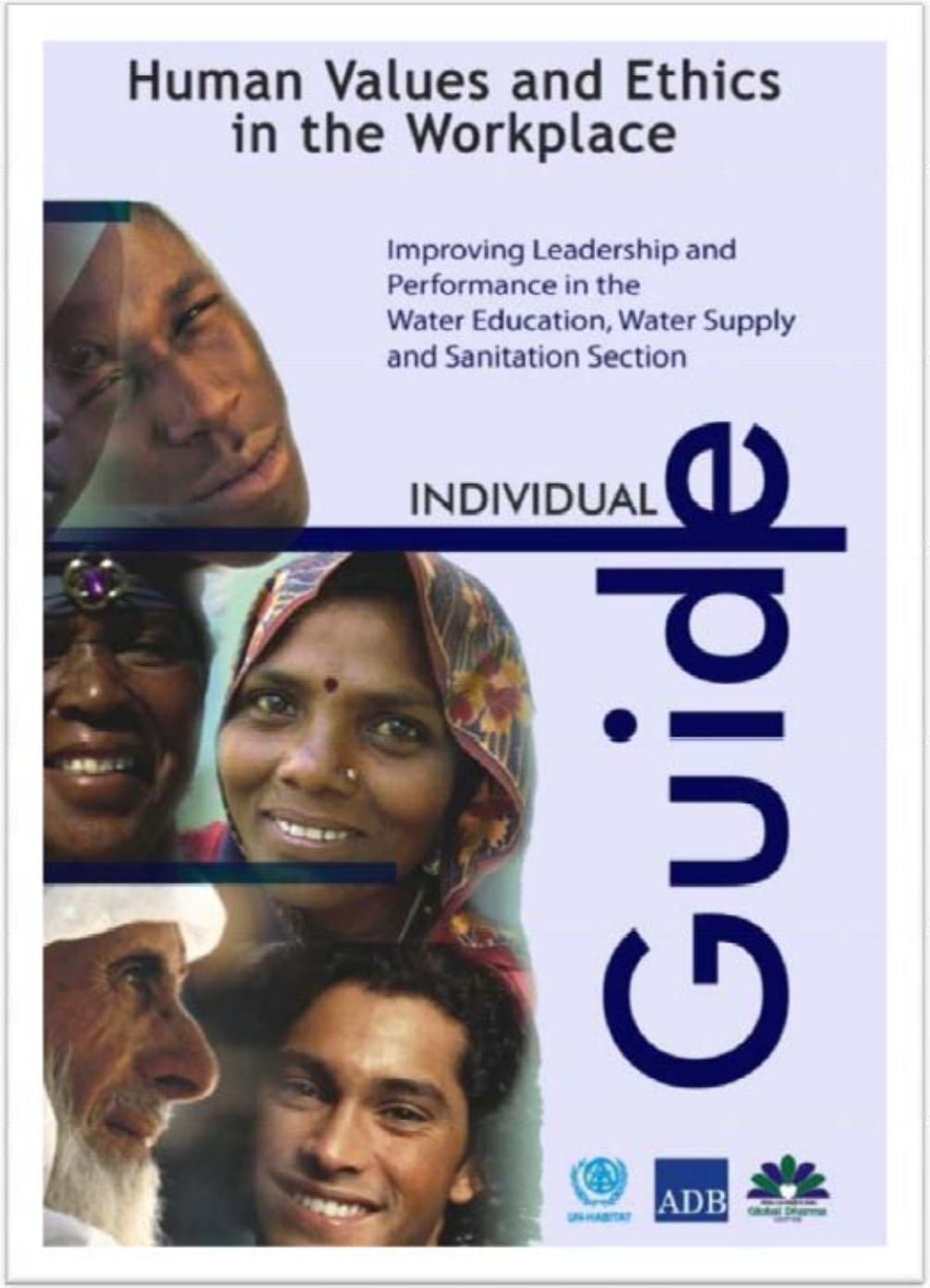


What is the relationship of human values to spirituality and religion?



What does spirituality mean to you?

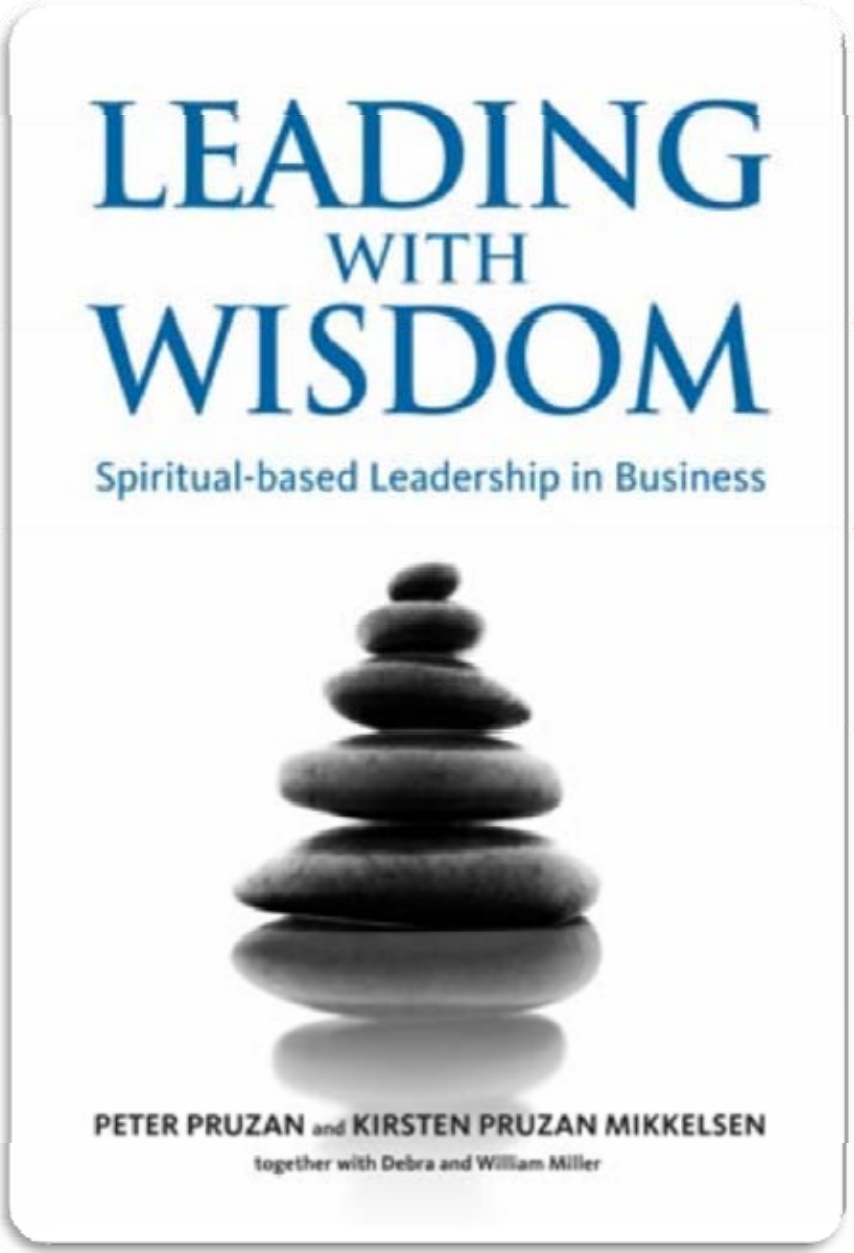
What is the relationship of human values to ethics?



Grassroots

+

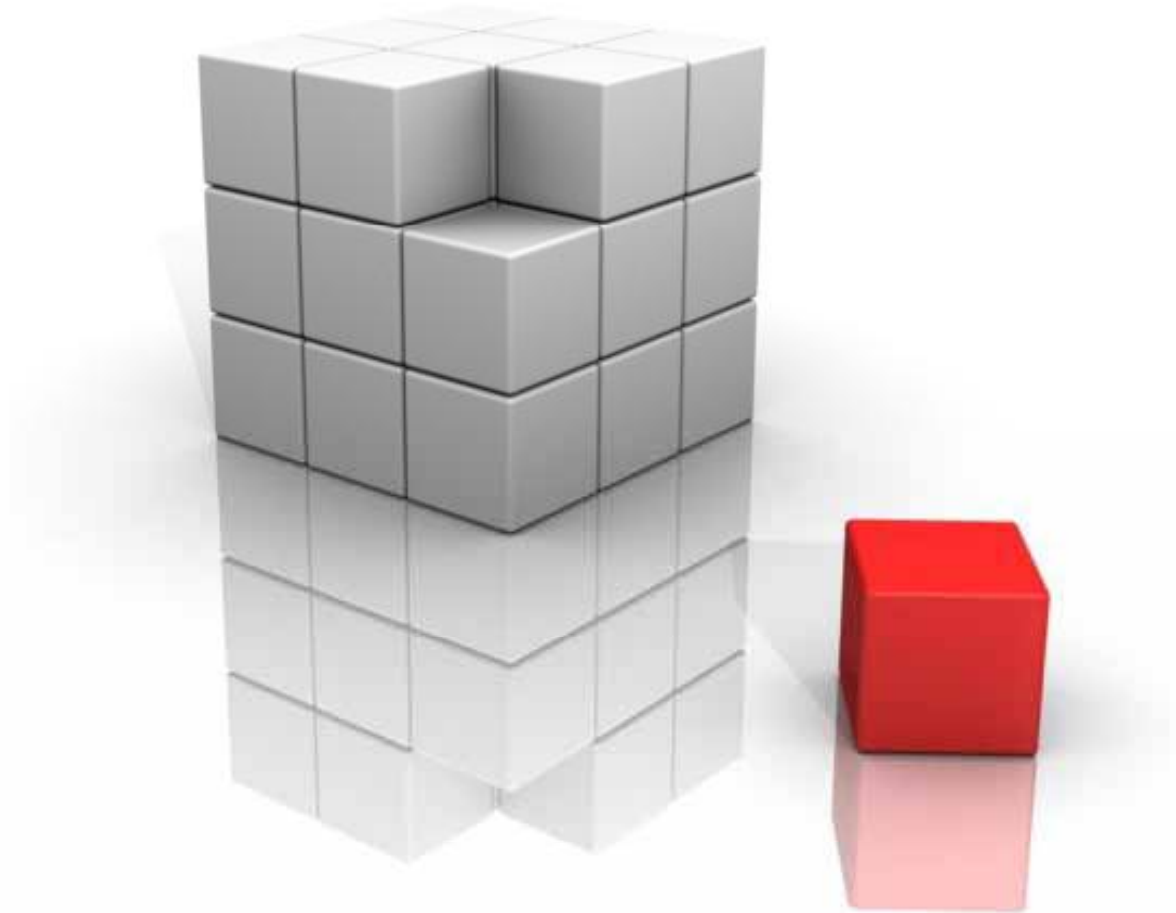
Top-down



Explicit + Implicit Strengths

How do people respond to human values in the workplace?

What human values are missing?



Self-inquiry and inner work

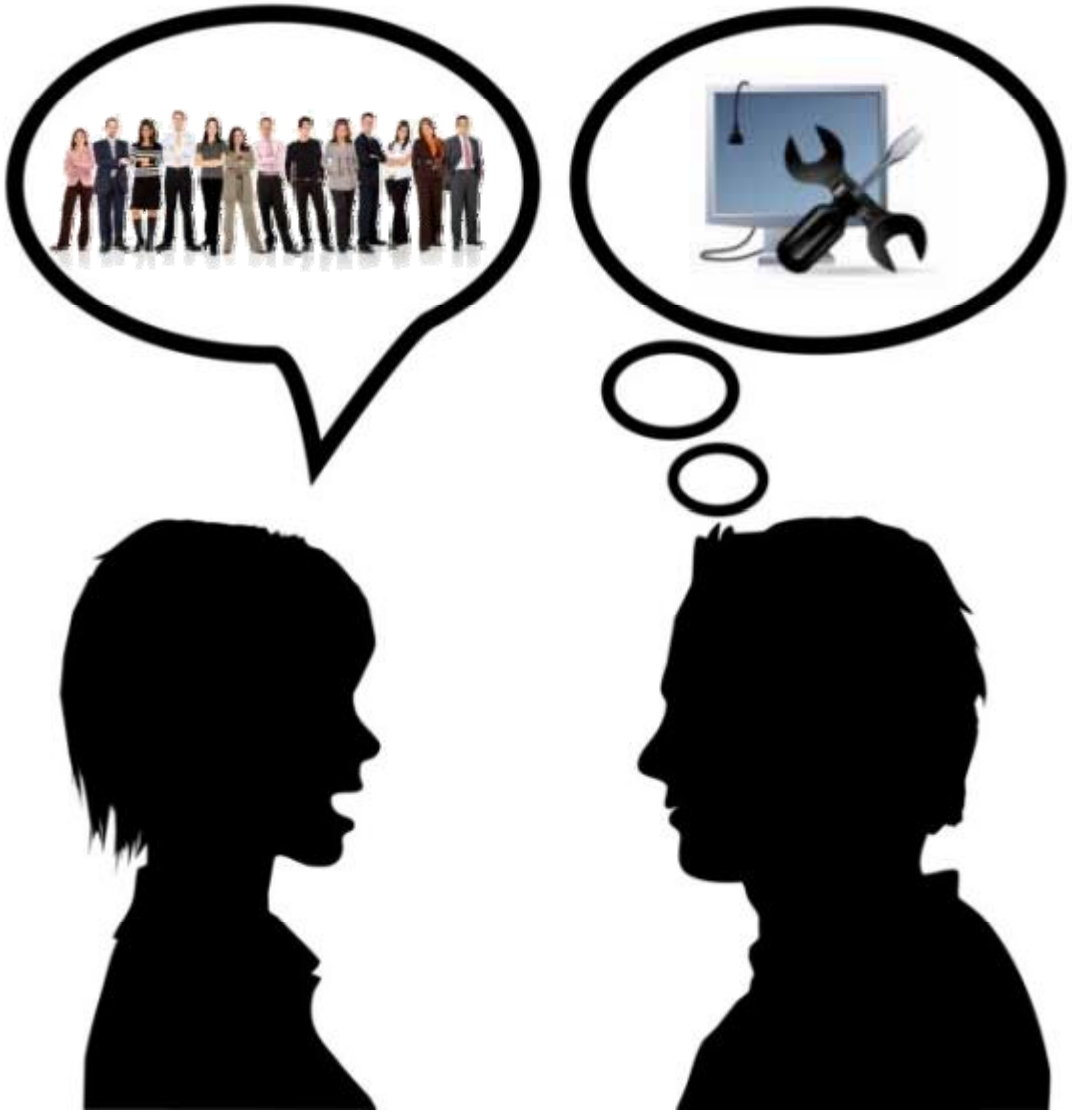
Secular + Spiritual Approaches

Start early

Drive slowly

Arrive safely

1. START EARLY



Human Values Self-Assessment

1. START EARLY

When you are striving to do your best work, which human values are more or less likely to be on the forefront of your mind (in your conscious awareness):

- Assign 3 (THREE) points to the human value that is MOST LIKELY to be on the forefront of your mind
- Assign 1 (ONE) point to the human value that is LEAST LIKELY to be on the forefront of your mind
- Assign 2 (TWO) points to the other human value in between

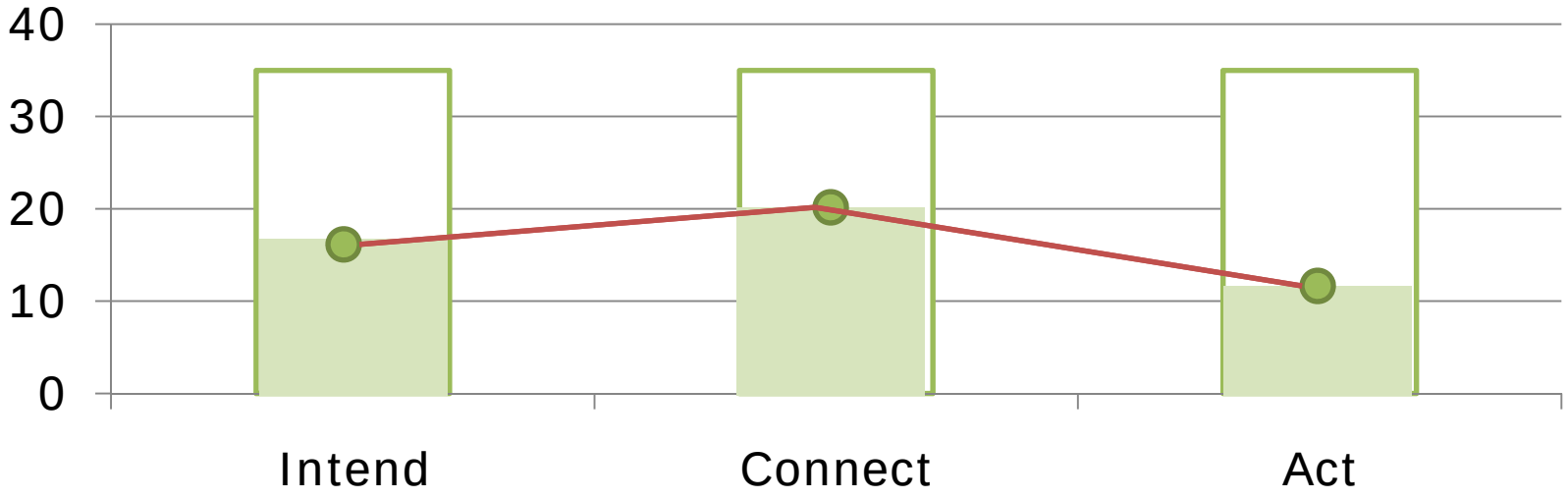
EXAMPLE:

1	
	a. Higher wisdom — 3
	b. Care for others — 1
	c. Harmonizing diverse interests — 2

1. START EARLY

A:	9	**B:**	10	**C:**	5
F:	8	**D:**	10	**E:**	6
Intend	**17**	**Connect**	**20**	**Act**	**11**

Plot your scores on the bar chart



1. START EARLY

INTEND

Human Values for setting a positive, broadminded, meaningful purpose and direction

- Commitment to higher goals
- Enthusiastic mind
- Higher wisdom
- Meaningful contribution
- Positive outlook
- Seeing the whole
- Self-reflection
- Sincere listening

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CONNECT

Human Values for initiating caring, respectful, trustworthy, relationships with others

- Care for others
- Compassion for others
- Genuine friendliness
- No ill will
- Sense of oneness
- Serving others
- Thankfulness
- Trustworthiness

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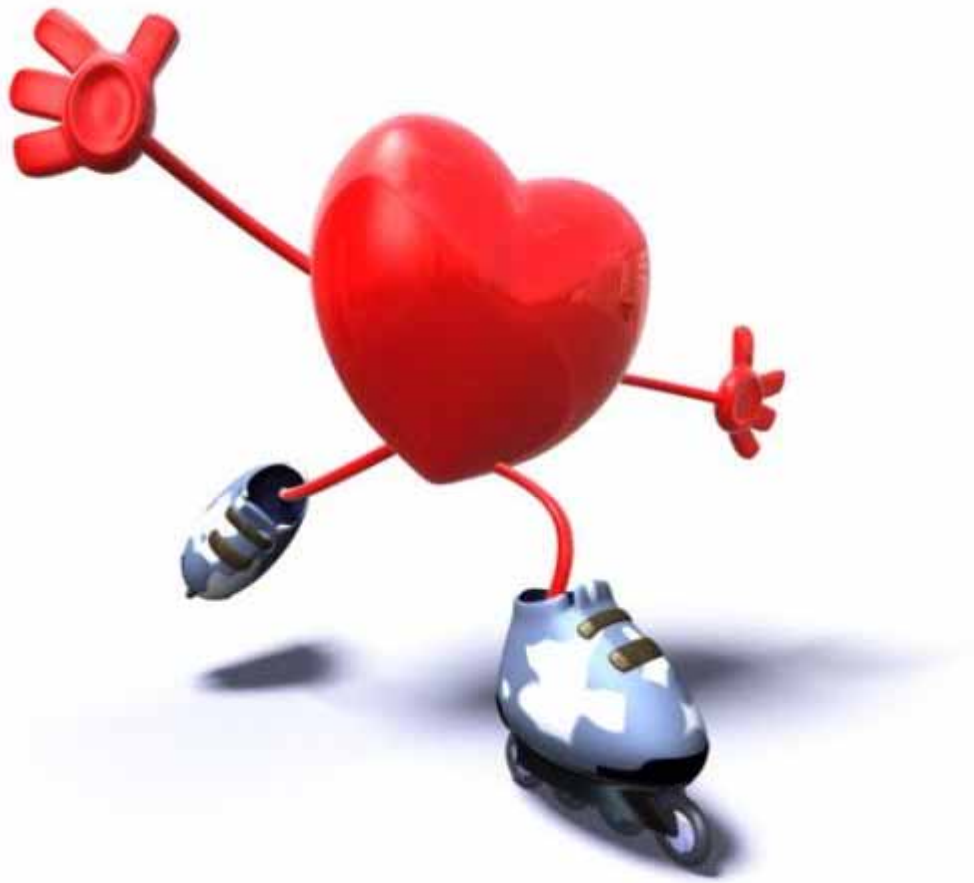
ACT

Human Values for taking principled, creative, decisive action with accountability

- Disciplined thought
- Fairness of decisions
- Harmonizing diverse interests
- Integrity of decisions
- Steadfast principles
- Strength of character
- Truthfulness of speech
- Unity of thought, word and action

1. START EARLY



What human values are an expression of your spiritual view of life?

1. START EARLY

Define your spiritual view of life:

- What does spirituality mean to you?
- How would you describe your spiritual foundation?
- What is the spiritual basis you draw from in life?
- What is your spiritual source of meaning in life?

Define your spiritual theme

Spiritual View & Theme

"Spirituality is the manifestation of the perfection that is already there within you. Spirituality is when I look at myself, I look within and not outside, and respond from my inner feelings where we are all perfect beings."

Spiritual Theme: *"Align oneself with a Super Power"*

(Dr. A. K. Chattopadhyay, Executive Director, Tata Refractories, India)

"For me, spirituality is getting in touch with the essence of God inside of me – finding God inside myself. I believe in the pure potentiality of every single being."

Spiritual Theme: *"God in everyone"*

(Janiece Webb, former Senior Vice President, Motorola, USA)

1. START EARLY

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Define your spiritual theme

Identify 2 or 3 human values that are a natural expression of your spiritual theme:

1. START EARLY

From my spiritual view of life…

what human values would I express in this situation?

2. Drive Slowly

What is a current situation in your work that you would like to change?

2. Drive Slowly

When looking at the situation from your spiritual view of life, what new perspective do you gain?

2. Drive Slowly

What human values are currently missing in the situation?

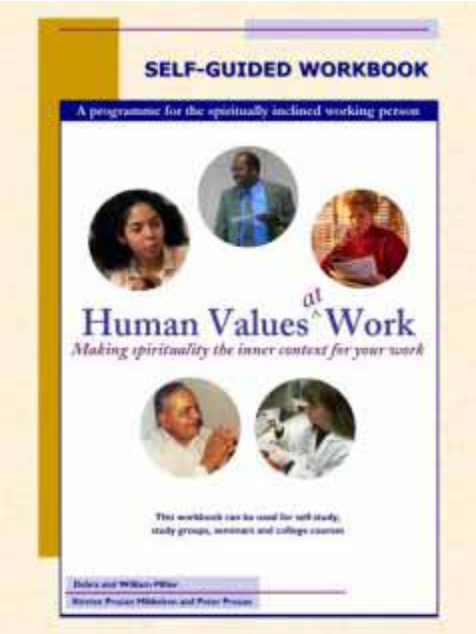
What are ways you can evoke and strengthen the human values that are missing?

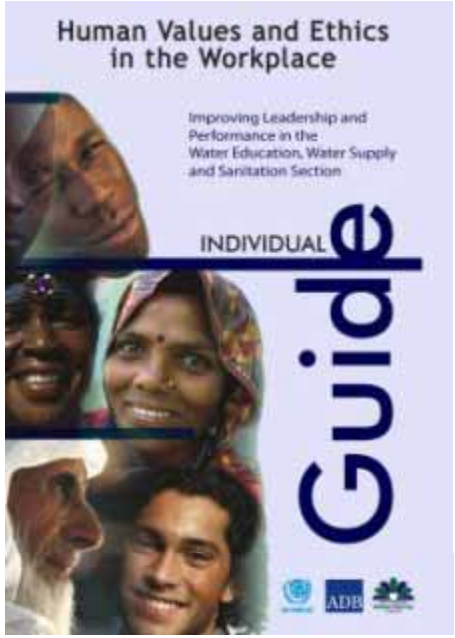
3. ARRIVE SAFELY

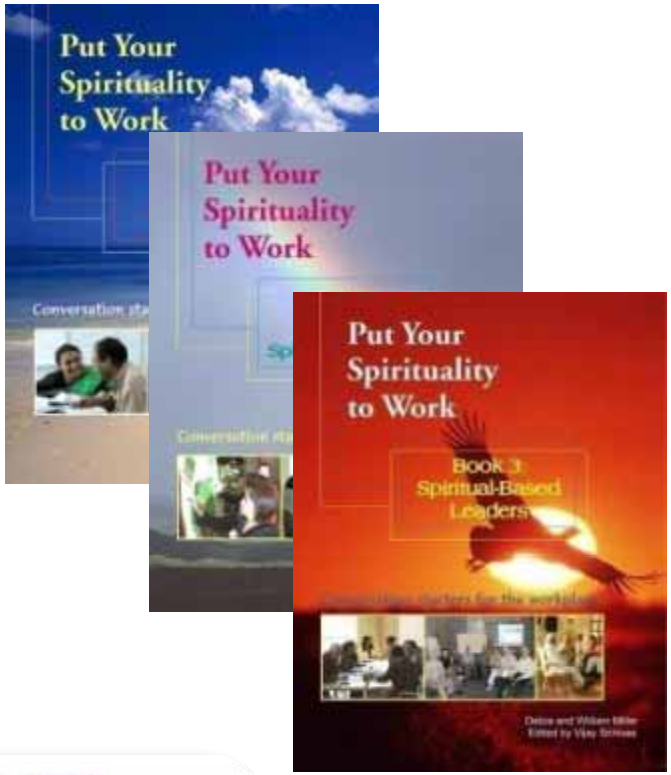
Create
realistic
expectations

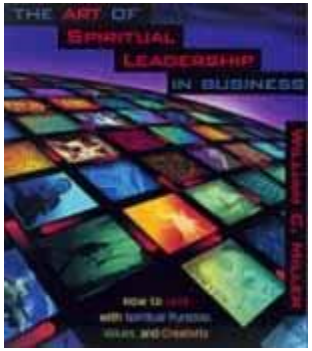
3. Arrive Safely

Acknowledge
+
celebrate
progress









SBL
Spiritual-Based Leadership
Research Programme

Tools & Materials Available

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GDC