Workplace Spirituality

The Spiritual Life does not remove us from the world, but leads us deeper into it.

~ Henri J. M. Nouwen
“Life is like riding a bicycle. To keep your balance you must keep moving” Albert Einstein
# Life Balance Sheet

<table>
<thead>
<tr>
<th>Life Assets</th>
<th>Life Liabilities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Positive Habits</td>
<td>Negative Habits</td>
</tr>
<tr>
<td>Credentials</td>
<td>Lack of Credentials</td>
</tr>
<tr>
<td>Knowledge</td>
<td>Lack of Knowledge</td>
</tr>
<tr>
<td>Positive Relationships</td>
<td>Negative Relationships</td>
</tr>
<tr>
<td>Skills</td>
<td>Lack of Skills</td>
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<tr>
<td>Positive Character Traits</td>
<td>Negative Character Traits</td>
</tr>
<tr>
<td>Positive Emotions</td>
<td>Negative Emotions</td>
</tr>
<tr>
<td>Good Health</td>
<td>Health Problems</td>
</tr>
<tr>
<td>Purpose</td>
<td>Lack of Purpose</td>
</tr>
</tbody>
</table>

Life Assets - Life Liabilities = Life Net Worth
BALANCE SHEET OF LIFE!

Our Birth is our Opening Balance
Our Death is our Closing Balance
Our Prejudice Views are our Liabilities
Our Creative Ideas/ Good Deeds are our Assets
Heart is our Current Asset
Soul is our Fixed Assets
Brain is our Fixed Deposit
Thinking is our Current Account
Goodwill & Achievements are our Capital
Character & Morals, our Stock-in-trade
Friends are our General Reserves
Values & Behavior are our Goodwill
Patience is our Interest Earned
Love is our Dividend
Children are our Bonus Issues
Education is Brands/Patents
Knowledge is our Investment

The profit or loss is our KARMA Earned.
So, before the INCOME-TAX assessment (arrival of death), Balance your Sheet!
Remember Work is not where you go
But what you do

John Chambers
Balancing Life

In balancing life, what is the role/contribution of

• Money
• Friends
• Health
• Job
• Education
• Hobbies
• Family
• Spirituality
Abraham Maslow had suggested in his ‘hierarchy of needs’ model that as nations and their populations became more affluent, their spiritual hunger would become stronger.
MASLOW'S HIERARCHY OF NEEDS

Physiological
- Food, Water, Rest

Safety
- Security

Love/Belonging
- Intimate Relationships, Friends

Esteem
- Feeling of Accomplishment

Self-actualization
- Achieving one's full potential

Abraham Harold Maslow (April 1, 1908 - June 8, 1970) was a psychologist who studied positive human qualities and the lives of exemplary people. In 1954, Maslow created the Hierarchy of Human Needs and expressed his theories in his book, Motivation and Personality.

Self-Actualization - A person's motivation to reach his or her full potential. As shown in Maslow's Hierarchy of Needs, a person's basic needs must be met before self-actualization can be achieved.
The Hierarchy of Human Intelligences

- Acting with inner wisdom guided by compassion
- Managing ourselves and our relationships
- Math & verbal intelligences (think SAT’s)
- Body awareness and skillful use
The Four Quotients for Complete Personality

• For leading a successful happy life, a complete and healthy personality is necessary.
• The basic dynamics involved are represented in the form of universally accepted four quotients denoted as “PIES” which means:

  Physical Quotient (PQ): a healthy Physique
  Intelligence Quotient (IQ): sharp Intelligence
  Emotional Quotient (EQ): sound Emotion
  Spiritual Quotient (SQ): strong Spiritual Knowledge
• IQ looks at cognitive intelligence
• EQ looks at emotional power of a person
• SQ looks at spiritual power of a person.
• Spirituality increases the power of intuition, which we all have.
• SQ is a measure that looks at a person’s spiritual acumen, and it is as important as IQ.

• The world has recognised that IQ is not the be-all and end-all when it comes to leading a successful life and earning money.
“Remember that the happiest people are not those getting more, but those giving more.” – H. Jackson Brown, Jr.
What is spirituality?

Is it visible in a person? How, where?
Is it the same as religion?
It is one source which helps us balance better, keeps our
Balance sheet also better
Let us see ...
Spirituality is a broad concept with room for many perspectives. In general, it includes a sense of connection to something bigger than ourselves, and it typically involves a search for meaning in life. As such, it is a universal human experience—something that touches us all.
Difference between Spirituality and Religion

- Religion is concerned with the claims to salvation or nirvana -- an aspect of which is acceptance of some form of philosophical reality, such as an idea of heaven or hell.

- Spirituality is concerned with those qualities of the human spirit--such as love and compassion, patience, tolerance, forgiveness, contentment, commitment, a sense of responsibility, a sense of harmony, which bring happiness to both self and others.
• If you cultivate your body, mind, emotions and energies to a certain level of maturity, something else blossoms within you – that is what is spirituality.

• When your rationale is immature, it doubts everything.

• When your rationale matures, it sees everything in a completely different light.
BEING ON A SPIRITUAL PATH DOES NOT PREVENT YOU FROM FACING TIMES OF DARKNESS. BUT IT TEACHES YOU HOW TO USE THE DARKNESS AS A TOOL TO GROW.
Spirituality is not a Religion, being spiritual just means you are in touch with your own divine self.
• Perform routine activities of the day with the thought that God is watching you and is always with you.

• Put GOD in the center of each activity

• “HAATH RAHE KAAM MEIN MANN RAHE RAM MEIN”

• “Dil Me Ram Hath Me Kam”
Workplace Spirituality:

• A culture that recognizes that employees have both a mind and a spirit, and seek to find meaning and purpose in their work and desire to connect with other employees and to be a part of a community.

• Even studies have suggested that managers and leaders want a deeper sense of meaning and fulfillment on the job – even more than they want money and time off.

• It is not how much you do but how much love you put into the doing and sharing with others that is important. - Mother Teresa
Let Us See the Role of Spirituality
The Role of SPIRITUALITY

Provides individuals with DIRECTION, MEANING & BALANCE
Why SPIRITUALITY in WORKPLACE?

Individuals & Organizations can see WORK as an opportunity to GROW & CONTRIBUTE to society in a MEANINGFUL Way.

Lead by VALUES and managed by OBJECTIVES.
The Monk & Tourist Story

Once a tourist came to India and went to meet a Monk who was living in a small cottage.

He found there were only a bed sheet and a lantern in the room.

Tourist asked “Where is your furniture Swamiji”
The monk asked him “Where is yours”

“I am simply a visitor”, the Tourist replied
“So am I”, said the Monk
Principles of Spirituality in Business

- Nishkam Karma from Bhagvat Geeta
- 3 Cs of Spirituality at work place
- Mahatma Gandhi’s Concept of Trusteeship
- Vertical and Horizontal Spirituality through Meditation
- Implementation of Corporate Governance
Nishkam Karma
Bhagvat Geeta

DO your Work
Don’t Worry about the Result
Attaining WORK – LIFE Balance
Performance with Detachment

A detached performer identifies with ‘accomplishment’ and not with what is accomplished.
Gita’s guidance
Philosophy @ Work

In this (Detached performance) there is no loss of effort, nor is there any harm (contrary result). Even a little performance protects one from great fear.

The essence of Karma Yoga

You can choose your action.
You cannot choose the result of action.
You can choose your reaction.
May you not be without action.
3 C’s of Spirituality

Connection–
Vasudhaiva Kutumbakam
Vasudha – is Earth,
Eva – is Kuthumbakam – Family

Compassion– towards fellow Animal & Plant Kingdom

Contribution–
Contribute to the welfare of the society; through CSR
Intention @ work

Often Ask to yourself:
What am I doing?
Why am I doing?
How am I doing?
Can I do something differently without disturbing the Output?

Human mind is like a parachute. It works better when it is open!

Is it related to what I would like to achieve?
Can I delegate this to Someone?

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Vertical & Horizontal Spirituality

Vertical Spirituality

To realize the Divine Plan and to recognize the nature of our existence

Horizontal Spirituality

Taking these realizations and adapting the divine potential in the Real world
All the Power lies within YOU

Swami Vivekananda
Benefits of SQ

Enables one to live more balanced life.
Benefits

• Turning to spiritual life does not reduces problems but it surely gives strength to withstand them with a peaceful mind.

• As Lord Buddha said- “WHO LOOKS INSIDE AWAKENS !!”

• Start your day with god.
  Start the Day with Prayer
  Spend the Day with Prayer and
  End the Day with Prayer.
Benefits

- Spiritual power helps to become more flexible in analyzing tough situations
- Understanding their cause, seeking advice of others, finding solutions
- Weighing pros and cons, and in choosing the best alternative.
Benefits conti.....

• **SQ** makes us more responsible.
• **Besides** taking responsibility of ourselves, we become aware of problems in the society,
• **Our** surroundings,
• **Our** workplace peers and subordinates,
• **Our** country and then our universe too.
Benefits conti.....

- It helps us to interconnect our personal vision with the larger good of humanity.
- It makes us more humble in our perspective.
- To a great extent, it reduces our selfish intentions.
- It stops us from getting swayed by our power, status and money.

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SQ can make the workplace a place of creativity, not just a place to earn money

Life turns Beautiful
Improves Performance
Conclusion

Individuals and organizations should start seeing work as a Spiritual Path. They should always see everything as an opportunity to grow and to contribute to society in a meaningful way. Care, compassion, in support of others & integrity needs to be a part of the self always.

Vasudhaiva Kutumbakam!
Please Watch this ............