

Human Values^{at} Work

Making spirituality the inner context for your work

An Invitation

You are enthusiastically invited to take a step in your life that can change how you work, as well as how you view your career and your contribution to the world. *Human Values at Work* focuses on how you can work in accord with your own spiritual view of life and five Human Values that are found cross-culturally in all spiritual traditions: Truth, Righteousness, Peace, Love and Non-violence.

This programme draws from:

- Spiritual texts found throughout the world, such as: the Judeo-Christian *Bible*, the Hindu *Baghavad Gita*, the Islamic *Koran*, and the Buddhist *Dhammapada*.
- Inspirational people who have changed the world by living their spirituality, such as: Vaclav Havel, Florence Nightingale, Aung San Suu Kyi, Mahatma Gandhi, Bishop Desmond Tutu, Martin Luther King Jr., Mother Teresa, Albert Einstein, and others.
- The practical experiences of business people who are making spirituality the inner context for their work, such as: Joanne Zimmerman, CEO of Kaiser Permanente South Bay Hospital, USA; Ashoke Maitra, Human Resource Director for a major newspaper *The Times of India*; and Lars Kolind, former CEO of Oticon in Denmark, one of the world's premier suppliers of products for the hearing impaired.

Human Values at Work has been inspired by the universal spiritual teacher Sathya Sai Baba¹, and his discourses on seven spiritual principles:

- We are spiritual beings first and foremost... we exist beyond our bodies.
- Divinity is the very core of our humanity, so to be fully human is to be spiritual.
- Spiritual values are Human Values.
- Cross-culturally, all spiritual traditions share five common Human Values.
- The spiritual essence of the Human Values is that "Divinity resides in all creation."
- An indicator of spiritual growth is purity and unity of thought, word and deed.
- The workplace is an important arena for spiritual growth and selfless service.

Human Values at Work offers you learning opportunities to:

- Identify your spiritual view of life, from which you work and grow your career
- Expand and unfold your natural ability to express each Human Value at work
- Integrate what you think, say and do in accord with your spiritual view of life and the Human Values
- Make your work an arena for spiritual growth, and to apply that growth at work

When you make spirituality the inner context for your work, it can give you a totally different perspective on the situations you face at work. For many people, that "different perspective" has qualities such as:

¹ See Appendix C in the Self-Guided Workbook for more information about Sathya Sai Baba.

- *Appreciating the “gift” of the situation* – there’s less resistance and more “opportunity seeking” that will benefit everyone involved.
- *Broadening time horizons* – it’s easier to see “What’s brought us to this point?” and “What’s the effect on future situations and generations?”
- *Having no attachment to a particular outcome* – there’s more creativity and less defensiveness.
- *Rising above dualities and paradoxes* – the situation is no longer a case of “win-lose”, “either-or” choices.
- *Exercising wise, heartfelt discernment* – decisions are made with a clear, compassionate mind.

In addition, your expression of the Human Values can make a difference in many ways:

- Truthfulness fosters trust and honest communications
- Righteousness fosters high quality work
- Peace fosters wise decisions
- Love fosters service based on caring for others’ well being
- Non-violence fosters win-win collaboration

The fundamental premises built into the *Human Values at Work* programme are:

- Because we’re spiritual beings, our work naturally has a spiritual dimension.
- Work exists for two spiritual reasons: (a) for developing spiritual awareness in everyone; and (b) for serving others as an expression of our spiritual growth.
- Spirituality and the Human Values do not need to be taught; rather, they can be evoked or unveiled from our own experience of our spiritual nature.
- Human Values represent humanity at its fullest and can be understood from three perspectives: their spiritual essence, their cross-cultural expressions, and their individual (personal) expressions.

The basic programme of *Human Values at Work* (Volume I) contains three modules:

- *Module 1: You and Your Spirituality*
- *Module 2: The Spiritual Basis of Human Values*
- *Module 3: Developing Spiritual Integrity*

Module 1: You and Your Spirituality. In this module, you will lay an important foundation for your work by defining your spiritual view of life. Then you will practice seeing your work situations from your spiritual theme in order to respond with the wisdom and insights that it can offer. Here are some of the self-inquiry questions you can try:

- *What is my understanding of “spirituality”? What is my spiritual view of life?*
- *How would I summarise my spiritual theme in a few words?*
- *What is a situation I face in my work that I would like to (a) see and act upon from a new perspective, and (b) gain some new insights about?*
- *How does this situation look from my spiritual theme?*
- *Drawing from my spiritual theme, what are some creative ideas I could try in this situation?*

Module 2: The Spiritual Basis of Human Values. In this module, you will explore the spiritual essence, the cross-cultural expressions, and your own individual expressions of the five Human Values: Truth, Righteousness, Peace, Love, and Non-violence. Here are some of the self-inquiry questions you can try:

- *Drawing from my spiritual view of life and spiritual theme, how would I describe my own personal spiritual values?*
- *Who are some examples of people who I feel have expressed the Human Values in a cross-cultural way?*
- *What is a current situation that I find challenging in my work?*
- *Based on my spiritual theme, what would “success” look like in this situation?*
- *How could I express one or more of the Human Values to successfully meet this challenge?*

Module 3: Developing Spiritual Integrity. Spiritual integrity means living and working such that our thoughts, words and deeds are pure, and in harmony with our spiritual nature. In this module, you will explore: how purity is seeing and appreciating the Divinity in oneself and all creation; how your conscience is the “voice” of this purity; and how purity naturally leads to unity of thought, word and deed. Here are some of the self-inquiry questions you can try:

- *How is my spiritual theme the “headline” of what my conscience tells me?*
- *Overall, what can I do to strengthen my ability to tune in to my conscience throughout my workday?*
- *Which Human Values would I like to see practiced more among the people I interact with through my work?*
- *How can I embody these Human Values in my interactions with people?*
- *How can I base all of my work relationships on my spiritual integrity?*

These three modules (Volume I) are now available along with a Group Leader Guide. You can download them at no cost from www.globaldharma.org/hvw-home.htm. Each module requires about 3 hours for reading and completing the self-inquiry questions, plus another 6 – 7 hours if a group wishes to discuss their answers together.

Putting it all into practice. When it comes to spiritual matters, Sathya Sai Baba often advises, “start early, drive slowly, arrive safely”. The way you can put this guidance into practice with this programme is to:

- “Start early” by focusing on your own inner development and embodying what you personally find most relevant and energising for you.
- “Drive slowly” by sharing your insights with supportive people and creating a nurturing environment in which to try on new ways of being and working.
- “Arrive safely” by continuing to build your confidence and strength, noticing how the quality of your work life is shifting, slowly but surely, week after week.

We hope this gives you enough information to decide if you would like to participate in this programme. If you would like more information, please contact the person or organisation that gave this invitation to you.