



# PUT YOUR SPIRITUALITY TO WORK

Conversation Starters for the Workplace

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## 1.20 KEEPING YOUR BALANCE

When we tap into our spiritual nature and trust in our inner Divine guidance, work-life balance simply becomes a natural result.

**IN 1978**, when William was hired by an American manufacturing firm to be head of management development, his boss told him, “We believe in having a balanced life, and that includes working only 40-45 hours per week. If you can’t get your work done in that time, then we need to talk about it.” What an introduction to executive life! And how far away that possibility of a balanced life now seems in our work world today!

People in every corner of the globe feel as if their lives out of balance. It’s not just between home and work – though that’s what most people speak of. It’s between our spiritual life on the one hand and our work-personal-family life on the other. As Sathya Sai Baba, a spiritual teacher in India, says:

*Humanness has declined because man lacks balance in life. By losing balance, people acquire only an outward vision and do not cultivate inner vision or insight. Human excellence will blossom only when the relationship and balance between the physical and the spiritual aspects are intimately established.*

When we *do* have a healthy sense of balance, then all aspects of life are imbued with peace and fulfillment. For example, talking about her sense of spirituality, Janiece Webb, formerly a senior vice president for Motorola, had this to say:

*For me, spirituality is getting in touch with the essence of God inside of me – finding God inside myself. Spirituality is also learning to manage my energy – not in a controlled way, but as a balance of life. With this, there is harmony and peacefulness because I am not allowing myself to chase false gods.*

Avoiding the temptation to “chase false gods” – money, status, power, achievement – is what a spiritual foundation can bring to the equation, thus helping us to naturally find an inner balance. From there, we can tap into our Divine, or higher guidance to find wise and meaningful choices in how we spend our time and energy.

But there’s one trap we’ve seen in our own lives and others’. Many companies have become quite good at creating meaningful, challenging and fulfilling jobs. But such jobs can seduce us into putting in extra long hours at work, especially if there are troubles at home (children misbehaving, difficulties with spouse, and so on) or if one’s inner life is dry. Knowing this,

people like Deependra Moitra, an executive at Infosys, take a very deliberate approach to making sure they maintain balance. As he told us:

*What is most important to me is joy, satisfaction, peace and fulfilment. Now how do I get this? I have a 4-pronged approach. Here is society, here is my family, here is my professional life and here is my personal life. I look to see how I can achieve joy, satisfaction, peace and fulfilment in each of the four areas of my life.*

Does Deependra always succeed in this?

*Perhaps I am doing well in some of these dimensions and not so well in others. That is my challenge as an individual: to balance and take an integrated perspective of all four. I do not want to do one thing at the cost of another. Something that is fundamental to me spiritually is creating a wealth of joy and being balanced.*

Ultimately, we've found that the real starting place is to tap into our spiritual nature and trust in the Divine guidance drawn from that deep well. From there, work-life balance is simply a natural result. Swami Tejomayananda, the spiritual head of the Chinmaya Missions worldwide, once put this into perspective when he spoke about how to balance spiritual and worldly life:

*I do not create a division between the two. A spiritual man will find even worldly life spiritual, while a worldly man will make even spiritual life worldly. (As the saying goes – a drunkard will make even the monastery a bar, while a monk will make a bar his meditation cave). A spiritual man will be able to operate from a spiritual vision everywhere in every activity of life.*

So, ask yourself: *How would strengthening my spiritual foundation help me to have inner and outer balance in my life? How might my life and work priorities shift as a result?*

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This article is an excerpt from the book, *Put Your Spirituality to Work: The Basics*. 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](http://www.globaldharma.org)