



PUT YOUR SPIRITUALITY TO WORK

Conversation Starters for the Workplace

2.30 DIVINE ASSIGNMENT

When we seek to follow our dharma, which is being true to our Divine nature, we can rise above our ego desires and discover our Divine assignment in our work.

LOOKING BACK at an article we wrote about “Dharmic Excellence”, we were inspired by one of the self-inquiry questions: *What does it mean to me to distinguish between my ego and my Divine assignment (my dharma) in life?*

We recalled three young business leaders under the age of 35 who were interviewed for our spiritual-based leadership research programme. While we and our colleagues interviewed each one, we admired their ability to be aware of and focus on making sure that their leadership was in alignment with their dharma, their true Divine nature.

Deependra Moitra, who was at one time the youngest general manager for Lucent Technologies in India, spoke about following his dharma in this way:

My definition of spirituality is very simple: spirituality is “an approach to fulfilment.” It is important to me how I achieve fulfilment; it is a path. Ultimately 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. All of this is a framework for me to operate in life.

There is one more thing that I am trying to practice: to position myself as someone who has no ego, who is a ‘nobody’. I have seen that when we think we are important, it puts a lot of pressure on us. There is a spiritual scripture that says, ‘Renounce ego is the Lord’s request. And you shall become God is the Lord’s promise.’ This is a very powerful statement and I am trying to live this.

Nilofer Merchant, founder of a marketing consulting firm in the USA, Rubicon Consulting, shared how she follows her dharma in this way:

I have a phrase I really like that I feel best defines spirituality for me: ‘Living fully the glory of God is being fully alive.’ To me this means using your gifts to the fullest, working in a position that is using all of you, and being in true, intimate relationships with other people in the community – all of those things that bring you fully alive.

I think it is so clear that we were each born with our own unique essences, but we get distracted. We look in the mirror or to the outside world and think, 'this is it.' The answer is truly within you, and all of the spiritual methods and processes are designed to help you get quiet enough, fearless enough, courageous enough, compassionate enough, loving enough to discover who you really are.

I do believe in people's goodness and in the redemption quality of people – that even if they do make a mistake, they can come back tomorrow and do it right. And I think I am often the voice of truth in a group, so that whatever is unsaid I am usually the person who can articulate that. This is how I use my gifts in my work.

Parantha Narendra, Strategy Director for Eurotel in the Czech Republic, speaks about following his dharma in this way:

For me, spirituality is how you approach life and what you do with your life. I am sure that if there is a meaning to life, it is to get to an understanding where you can see all of life and yourself as united, as integral, as unity.

I think that when a leader believes in empowering individuals, he has the best interests of the company at heart, and can use the empowerment as a vehicle to this end. This is an area where I think that spirituality and the objectives of an organisation happily coincide. Having the individual realise his potentials along with the spiritual aspects, and having the organisation develop itself at the same time, are my primary and secondary goals.

We celebrate the wisdom of each of these young leaders in striving to rise above ego desires, to be aware of and fulfil their Divine assignments. To us, they are role models for leaders everywhere.

So ask yourself: *How would I describe the spiritual basis of my leadership and what it means to me to fulfil my Divine assignment?*

This article is an excerpt from the book, *Put Your Spirituality to Work: Book 2 – Work as a Spiritual Practice*. 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