



Shepherd Care®

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To Care for People Where They Live and Work

COMMUNITY Care TOPIC

The Respectful Workplace

Why Respect? Many companies are beginning to embrace the need for diversity in the workplace. Federal law prohibits employee discrimination and exclusion from workplace activities and benefits, and rightly so. But “respect” is a larger umbrella that addresses not only the importance of improving interactions and understanding the “diverse” perspectives of others, “respect also includes topics of ethics, accountability and teamwork.” By definition, respect means “to admire, have in high opinion, esteem, and to value.” There are seven pillars to build *The Respectful Workplace* (See *Proverbs 9:1*).

Guiding Principles for a Respectful Workplace

1. The Treat others with **dignity** and **respect**. Along with company policy and procedure manual guidance, it is important to follow the “Golden Rule” as a standard of civilized conduct with a respectful manner towards all people. Do unto others is the “Golden Rule”: “Therefore all things whatsoever ye would that men should do to you, do ye even so to them: for this is the law and the prophets.” (Matthew 7:12) Remember that one person’s rights end where another person’s rights begin.
2. Be **accountable** for your own personal behavior. We need to be responsible for our actions. How we act can affect others positively or negatively.

3. Tolerate no incidents of **discrimination** or **harassment**. Refer to your company handbook and human resource policies for specifics.
4. Seek **win-win** solutions to work-life issues. A solution that benefits everyone is possible. Cooperation is needed to “meet in the middle.”
5. **Respect** personal culture, customs, and values while, at the same time, not compromise the respectful treatment of other employees and customers. The illustration of a “stew” where all of the ingredients contribute to the overall taste and nutrition. We need the smelly onion and the squishy tomato- *Ha!*
6. Be **responsible** for personal growth and for helping others to grow. The organization needs you and your contribution to the TEAM!
7. Be **ethical**. Your standards of character and moral virtue are a trusted valuable resource. They are also an example to others.

The greatest single investment of time and effort is in yourself---that is, exercising the four dimensions of your personality (physical, social, spiritual, and mental/emotional). The greatest asset to your organization is to constantly develop, preserve, and enhance your own capabilities. No one can do it for you. You have to do it for yourself. It is the single greatest investment you can make because it leverages and influences everything else.

Introducing your Community Chaplain

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“Employees, be obedient to them that are your Employers according to the flesh, with fear and trembling, in sincerity of your heart, as unto Christ; Not with eyeservice, as men pleasers; but as the Servants of Christ, doing the will of God from the heart; With good will doing service, as to the Lord, and not to men: Knowing that whatsoever good thing any man doeth, the same shall he receive of the Lord, whether he be bond or free. And, you Employers, do the same things unto them, forbearing threatening: knowing that your Master also is in heaven; neither is there respect of persons with him.”

Ephesians 6:5-9
(A Paraphrase)

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