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THE INSIDE RUNNING

An ex-watersider once told me the two rules you need to abide by to keep a job:

1. Turn up for work
2. Turn up on time

Back in the day, what happened on the wharves after that could be quite random.

Today the world is a different place, where most jobs involve more pressure and higher expectations. There is more responsibility for performance and less constant supervision. This means that trust and integrity are more important than ever before. Integrity (or lack of it) shines through more clearly than ever before.

In this month's article, Paul Klenner points out many aspects of living out integrity at work. When you are known as a Christian and a Promise Keeper, the people around you will have even higher expectations. People often refer with great respect to the days when a man's handshake was his word, and a man's word was his bond. That should be our standard.

We are human and have failings, but we are still ambassadors for a mighty God. Let's live that way!



John
John Subritzky

Integrity in the Workplace

by Paul Klenner

What are the boundaries and acceptable behaviours we should have as a Christian man in the workplace? How many of you, when you look over your week, **have inconsistent behaviours** depending on your environment? A Sunday church behaviour, a Monday to Friday work behaviour, a home and family behaviour? Be honest with yourself, is this you? How many times have you tripped up, e.g. sworn at home in front of the kids? Let's face it; we should have a single consistent standard for all areas of our life.

Integrity is all about your character; it is about your core values which ultimately shape your life. So integrity is about having a consistency of character that matches your words, actions, choices, values and behaviours. All aspects of your life are fully integrated, not divided into parts. Integrity is about truth and honesty; let your yes mean yes and your no mean no.

In Matthew 22:16, scripture refers to Jesus as a man of integrity. *"Teacher, they said, 'we know that you are a man of integrity and that you teach the way of God in accordance with the truth. You aren't swayed by others...'"* We need to be the same! You determine your behaviour. No one else is responsible. Peer pressure and environment do place challenges on us, but you as a Christian man need to set your own standards in all areas of your life. This will gauge your level of integrity so you can live out Promise Keepers' Promise #3: "Practicing spiritual, moral, ethical, and sexual purity". In essence this means **acting with integrity.**

Our work environment

My father was a tradesman (fitter welder) and very unionised. The workshop environment had a very specific behaviour. I am sure a few of you can relate to this. The swearing, naked woman pictures on walls, the use of company time and material for "homer" jobs, the attitude towards management. However, I developed my career in the professional field and now manage a team of professional engineers. The behaviour standards and ethics in this field are very different from my father's.

Why is this so? Does the environment set the behaviour? It shouldn't and doesn't have to. You choose your behaviour standards, no matter what your education level or role in the work environment is. Many



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people today work in their own business and interact with all walks of society. Dare I suggest it, but they will generally modify their behaviour to suit the client environment.

I have based my work integrity on two areas of the Bible that you may also find valuable.

Work is God-derived and God-ordained

1. In the book of Genesis, **God worked for six days**. His work was good, and on the last day, very good. In Genesis 2:15 *“he took the man and put him in the garden to work it and take care of it”*. Work is God-originated and God-ordained.

However, after the fall, God removed the man from the garden.

2. Jesus worked as a boy in the home, then as a carpenter. Later His ministry became His work. *“Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.”* (Colossians 3:23) This verse has helped me personally in various work situations. Many businesses build their own social and ethical standards, but it is the Lord whom we are measuring our behaviour against, not that of man or business. Of course, it is very valuable for us if the workplace we are employed in has very good moral and ethical behaviours embedded in an environment of integrity.

Practical keys to protect your integrity

Never do anything that will embarrass you if brought out into the open. The consequences of inconsistent behaviour are sometimes very unforgiving: trust is lost, jobs are lost, friends are lost, self-worth and esteem can be lost.

You never want to have to cover

up or feel guilty about an area of your life that is not ethical. It is not worth it.

Whatever you do, do not get yourself in a position where you have to be warned about a poor behaviour or action you have taken. It destroys people’s trust in you and maybe your work career. If you have an issue, pray about it, commit it to the Lord and deal with it with men you can trust. The opposite applies - businesses are looking for people and leaders with integrity. Opportunities will come.

Develop your plan

Pray about these things. Look at your own workplace, your behaviours (include all areas of your life).

Write out a plan of what you will do and not do to maintain consistent integrity. It is important to write these down and have them in a handy place to constantly remind yourself of your standards. Now when you wear your Promise Keepers shirt that says you are a “man of integrity” you know it is true for you.

Winning at Work and Home

Winning at Work & Home, a 16-session study, focuses on the two areas that are central to a man’s life: career and family. It will begin to build the walls of manhood through study dealing with a man’s chief responsibilities. It explores how a man can enjoy and engage his work and how he can relate to a woman in a whole new way.

George has run this course in Auckland and comments:

“We spend the majority of our time at work (approximately 65%) and often men are one person at work and another at home. The Winning at Work & Home course emphasises the need to ‘make a name for yourself at work’. A name that is synonymous with integrity, honesty, loyalty and a strong work ethic. It deals with a man’s vision of work – is work a means to an end? Or are we reflecting our higher calling? The higher view of work is that it is a calling from God. God is the ultimate worker and we are His co-workers. Colossians 3:23-24.”

DVD set \$320

Available from Promise Keepers



“So the Lord God banished him from the garden of Eden to work the ground from which he had been taken”. (Genesis 3:23) Man was now in the open world. Weeds and thorns were growing. Work became very hard for him. This is a reflection of the world we live in today. The weeds and thorns represent many aspects of life’s struggles that we all have. Many rebel against this hard work. It is inherent in our fallen nature. We strive to get as much as we can for ourselves by whatever means. Many believe it is their right to have things, even without working.

NEXT ISSUE: Who Am I? - My Identity

#3 A Promise Keeper is committed to practicing spiritual, moral, ethical, and sexual purity.



PK Events 2011 - Book Early!

- ◆ Dunedin 29-30 July 2011
- ◆ Christchurch 12-13 Aug 2011
- ◆ Tauranga 26-27 Aug 2011
- ◆ Wellington 9-10 Sep 2011
- ◆ Auckland 7-8 Oct 2011

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