



SOULS ^A_T WORK

CAN YOU HAVE
SOUL AT WORK?

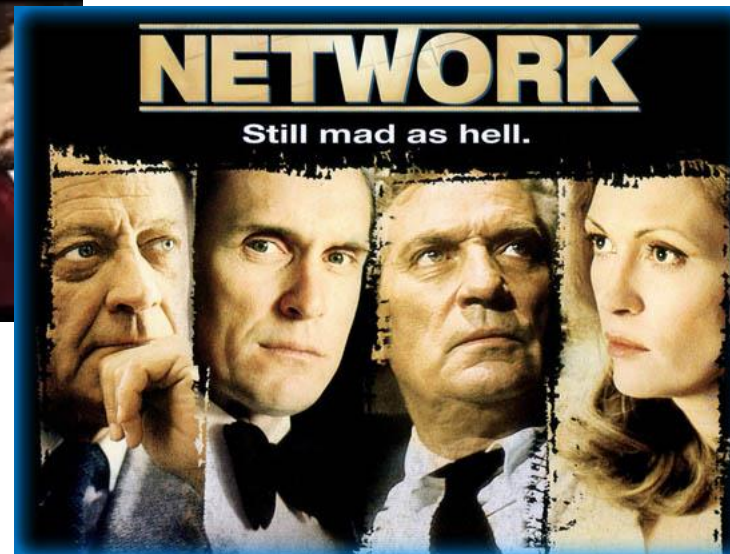
JARDENA LONDON


WHY ARE
MONDAYS SO
HARD?



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HOLLYWOOD THINKS THIS IS FUNNY





THINK OF A TIME
WHEN YOUR SOUL
WAS CRUSHED AT
WORK?





EVER SEND A
FAX FROM THE
BEACH?



DID LAYOFFS CRUSH
YOUR SOUL?

PINK SLIP

Notice of Termination

Employee # _____

Effective date: _____

**R.I.F. –
REDUCTION IN
FORCE**

CUTBACKS

LAYOFF



WAS IT BENEFIT REDUCTION?

X Employee Stock Options

X Bonuses

X Health Care

X Pension

X Raises



HOW ABOUT WHEN YOU GAVE UP YOUR HOME TIME?

- Be on time
- Don't do non-work tasks during work hours
- Do work during nights and weekends



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OR WAS IT WHEN...

Your idea was shut down?

Your bonus was based on an impossible project?

Your self-worth was challenged?

Your project was cancelled?

You didn't get the credit?

You were excluded?

Something else?

THE OLD EMPLOYEE – EMPLOYER CONTRACT



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Photo by Pixabay



THE NEW EMPLOYEE – EMPLOYER CONTRACT



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SOULS ^A_T WORK

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DEPENDS ON 3
THINGS





HOW DOES IT
FEEL WHEN
SOMEONE HAS
POWER OVER
YOU?



“ The enemy is strong natural servants who have the potential to lead but do not lead, or who choose to follow a non-servant. ”

Robert Greenleaf – The Servant as a Leader

The
Servant
as Leader

By Robert K. Greenleaf



POWER: TRADITIONAL TEAMS WERE HUB-AND- SPOKE



- Where's the power?
- What does it feel like to be on a team like this?



POWER: AGILE TEAMS HAVE POWER

**We've built the competency to collaborate,
which gives us a collective voice.
It's time to start using that voice.**



FREEDOM: ARE YOU BOUND BY YOUR LOANS?

How many of these things hold you back from living soulfully at work?

- Car payment
- Mortgage
- College loans





Photo by [Austin Kehmeier](#) on [Unsplash](#)

CONNECTION:

- Work is a Human System.
- Human Systems are fueled by connection.
- Put some focus on intentionally building human connection.

SOULS@WORK BILL OF RIGHTS

Regardless of pay structure, we have:

- The right to be happy and fulfilled at work.
- The freedom to speak up when we don't agree with what's happening.
- The right not to have our self-worth challenged and judged.
- The right to know exactly what puts our job at risk.
- The right not to accept dehumanizing language aimed at myself or coworkers.
- The right not to be manipulated by fear, shame or threats of job loss.
- The right to have a vote in decisions that diminish employee benefits or pay.
- In exchange for these rights, we will give the company the best version of ourselves and serve the company to the best of our ability.



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RE-EXAMINE YOUR WORLD

- Consider your relationship as employee and/or employer.
- Is it fair?
- Are you accepting unfairness?
- What would it take to make it fair?



“The only thing necessary for the triumph of evil is that good men[people] should do nothing.” – Edmund Burke





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T WORK

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