

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: BECOMING

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

- How does Canlis nourish and grow its employees? What can other companies learn from this intensely personalized approach to employee development?
- Mark Canlis says, “As a leader, we have to be willing to be seen.” What do you think he means by this? Why is it important?

CONNECTING TO YOUR WORK

- How much responsibility does a manager (or company) bear for helping employees move to new jobs/careers?
- What do employees owe a company that invests in and facilitates their development?
- What kind of person is the typical business organization forming its people into?
- How would your company rate in terms of supporting employees as they seek to grow and develop? What could they do better?

PERSONAL APPLICATION

- What kind of person is your organization forming you into? Who are you becoming as a result of working there?
- What practices would enable you to become the person you want to become? How could you pursue these practices?

RELATED VIDEOS

Unity and Diversity
Personhood and
Community

PRAYER

Heavenly Father, thank you for the call you have placed on Scott's life. Thank you for the transformation of work you have done to transition the view of people from a means to an end. Thank you for Verdant Frontiers and the work it does in Ethiopia. May you help me to think about my work globally and to consider ways my work can make a difference not only here, but also in other places around the world. Amen.

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: BEST PRACTICES

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

-> What do you think about the way Victor handled the lay-off at 5Stars? What are some of the pros? Cons?
-> Do you think the way 5Stars handled the lay-off helped to heal brokenness and “make all things new”?

CONNECTING TO YOUR WORK

-> How do you think companies ought to treat employees when crises and downturns happen? Be specific.
-> Opening ourselves to the Other requires vulnerability and sacrifice. How can companies create a safe space for this to happen?

PERSONAL APPLICATION

-> In your experience, what’s the biggest obstacle/barrier to truly serving our co-workers?
-> How well do your actions resonate with the values you espouse? What “shadow” do you cast as a leader in your company?

RELATED VIDEOS

Humility

Whole Selves

Transforming
Brokenness

PRAYER

Father God, I confess I'm selfish. Too often I'm consumed with pursuing my own self-interest. Help me to not only see and hear the lives of my co-workers, but help me to actually serve them. Use me to help them realize their potential. I trust that you'll take care of me. Pour out my life that they may flourish. Amen.

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: FOR OUR PEOPLE

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

- Many companies try to promote an “ownership culture” and want their employees to “act like owners.” How is PointB different?
- What do you think about PointB’s way of putting their employees first? How does this reflect a more “holistic understanding of human capital”?

CONNECTING TO YOUR WORK

- In your experience, in what ways have your companies instilled (or thwarted) in you a sense of ownership for your work? Explain.
- How do you think instituting employee-ownership at your company would change your mindset? Your co-workers’ mindset and work attitude?

PERSONAL APPLICATION

- Do you “live to work” or “work to live”? How would you characterize your personal level of work/life integration? What could your company do to significantly improve in this area?

RELATED VIDEOS

The Ownership Mindset

Sabbath

Good Help

PRAYER

Lord, help me to walk with you and to see the world through your eyes. Help me perceive where you are at work redeeming, reconciling and restoring the world. Help me recognize the soul inside every person I meet. Help me honor and respect your image as reflected in the eyes of every employee. Help me support and enable the whole lives of my colleagues. And help me to build corporate systems and employment practices predicated on the reality that business truly is holy ground. Amen.

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: IN THE PEOPLE BUSINESS

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

-> Brokenness and betrayal are part of the L&R story. It took time to rebuild trust. How did L&R heal and start trusting people again?
-> What role did a transformation-of-the-heart play in L&R's story? How did that transformation manifest itself?

CONNECTING TO YOUR WORK

-> Does your company tend to see the best, or worst, in its employees? How is this manifested?
-> Have you ever been treated "like a commodity" at work? What was it like? How did it make you feel? How did you and your co-workers react to being treated as commodities?
-> Would the caring employee practices in the film work in your company? Why/why not?
-> What might you/your company learn from L&R's story?

PERSONAL APPLICATION

-> When you look at employees, what do you see? Why?
-> What do you believe about human nature?
-> How does your heart need to be transformed?

RELATED VIDEOS

[Brokenness and the Gospel](#)

[Us vs. Them](#)

[Redeeming Work](#)

PRAYER

Lord, help me see my co-workers/employees through your eyes. Please heal my own brokenness. Use me. Help me to trust and live into the unfolding reality of your restorative work in the world. Amen

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: PEOPLE CAN

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

-> How does Camcraft's explicit mission "to glorify God" strike you? What are the pros/cons of such an explicitly faith-based mission?
-> What did you think of how Camcraft balances the needs of people with the use of automation in their factory?

CONNECTING TO YOUR WORK

-> How would you feel about hiring a chaplain at your company? Why? How do you think your co-workers would feel about it?
-> Have you ever worked for a company that practices Open-Book Management? If so, what was it like? If not, how would you react if your company started sharing operational and financial information with all employees?
-> Share an example of effective employee-participation and describe how that impacted people's motivation and engagement. Or, conversely, share an example of employee participation gone awry

PERSONAL APPLICATION

-> What are the implicit assumptions about people that shape how you and/or your company deals with job-design, automation and/or transparency?

RELATED VIDEOS

Transparency and Trust

Corporate Chaplain's Job

Theological Touchstones

PRAYER

Dear God, You love every person as your child. Help me to demonstrate the same care for the people I work with. I want to see them as more than just their job. Give me the grace to make the time, to listen well, and to support them as they need. Help me to trust them. May we learn to work and thrive together. Amen.

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: SECOND CHANCES

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

-> What hiring lessons might you/your company learn from ActivateWork's story?
-> When we acknowledge the inherent dignity of each person as created in the image of God, how will that shape our wage policy?
-> What responsibility do companies have for the wages they pay? How is this different from letting "the market" determine what wages should be?

CONNECTING TO YOUR WORK

-> How should the Biblical command to care for those at the margins— i.e., widows, orphans and foreigners— get translated in today's business context?
-> What examples of "caring for the least of these" have you seen in business?
-> To what extent does hiring at your company exhibit a "hunt for overlooked and undervalued potential"?
-> If you did an audit of your company's hiring practices, what would you conclude about how it honors the image-bearing nature of people?
-> What should a company do if they cannot afford to pay a "living wage"?

PERSONAL APPLICATION

-> When YOU look at co-workers, do you see them as souls? Why/why not? What would help you remember to do this?
-> How might YOU be more vocal or pro-active in taking responsibility for systemic injustice?

RELATED VIDEOS

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PRAYER

Lord, Thank you for creating us in your image and likeness. Help me to see your likeness in all those I meet. Teach me to treat people as souls. Enable me to speak up when I witness systems and structures of injustice. I want to be part of your restorative justice in the world. Amen

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: TURNING

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

-> How does Edgerton Gear's story illustrate the pursuit of human flourishing and economic shalom?
-> "Making gears is easy; fixing people is hard" and "hiring for character" are central to the story. What do these statements assume about human nature?
-> "It takes a long time to rid a company of its demons and dysfunctions." Why? What does Dave's experience say about the depth of brokenness vs. God's ability to heal?
-> "It was hell... then it got worse." Obedience is a major theme in Dave's journey. How does faith factor into such a long struggle?

CONNECTING TO YOUR WORK

-> How should the Biblical command to care for those at the margins— i.e., widows, orphans and foreigners— get translated in today's business context?
-> How aware are you of the lives of the blue-collar workers in your company? What can you do to be more intentional about how your company's policies and practices impact blue-collar employees?

PERSONAL APPLICATION

-> Faith and faithfulness are related. How does your faith enable you to be faithful... to people? to values? to callings?
-> Not all tasks are full of meaning. How do you stay motivated and mindful when your work is toilsome?

RELATED VIDEOS

Plight of the Blue Collar

Florishing and Shalom in Business

The Spirit at Work

PRAYER

Lord, Thank you for my organization. Every company has a culture and help me be mindful of the kind of culture my actions are creating. I want my behavior to reflect your values and contribute to habits in our company that promote justice, reconciliation and flourishing. Help me see where your Holy Spirit is at work in my company. I especially pray for the most vulnerable and powerless among us. Amen.

GUIDED REFLECTION

SEASON 2 SERVING EMPLOYEES

FILM: YOU HAVE A PEOPLE PROBLEM

DISCUSSION QUESTIONS

REFLECTING ON THE STORY

-> Of the specific things that Jancoa is doing, which stood out to you as being particularly effective or innovative in “helping people attain their hopes and dreams”?
-> Mary says, “Once your heart is broken, you can’t continue to do business the way you’ve always done business.” What does she mean? Do you agree with her?

CONNECTING TO YOUR WORK

-> What aspects of your job provide you with a sense of meaning? Why?
-> What people-management lessons might you/your company learn from Jancoa’s story?
-> How would you/your company treat employees differently if they were understood to be whole people? What would you start doing? Stop doing?
-> If it was designed for whole people, how would your company’s compensation system need to change?

PERSONAL APPLICATION

-> Why is it so hard to really listen to what employees want/need? What does it take to do this?
-> What practical things can you do to develop the skill of listening to others’ hopes and dreams?

RELATED VIDEOS

Motivating through Encouragement

F Serving by Listening

Serve our People

PRAYER

Lord, help to see my co-workers as more than their job. Motivate me to really pay attention to what's going on in their lives. Teach me to listen with an open heart. Thank you for the opportunity to "do life" with work-neighbors. Please give me wisdom to know how to effectively address the multi-faceted needs of whole people. Amen