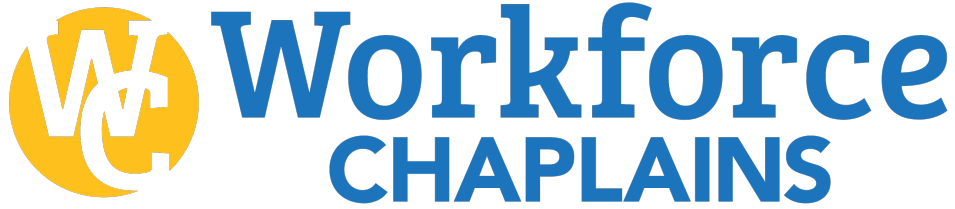


Strategies to Overcoming Workplace Difficulties: *Calling, Counseling, and Chaplaincy*

Presented By



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- Marcus has been married to Jennifer Schrader for over 25 years, and they have 7 children.
- Marcus is a nationally certified and ordained chaplain. He is currently in CPE and now pursuing board certification. As a licensed and ordained minister, he has been involved in chaplaincy for many years.
- He has a Master of Divinity degree from a regionally accredited Seminary and earned certification with Marketplace Chaplains USA and the US Christian Chaplain Association.
- He has volunteered as a chaplain with the YMCA for the past 10 years. As a chaplain in the corporate world, he has served companies such as **Habitat for Humanity Greater Indy, Office Pride, Valve + Meter, Litho Press, David Weekley Homes, Gaylor Electric, Freije RSC, and Defenders.**
- Marcus was the Vice President at Crossroads Bible College, now the College of Biblical Studies, where he served for 15 years.

What Will We Cover Today on Workplace Difficulties?

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- LEARN THE THREE C'S: CALLING, COUNSELING STRATEGIES, & CHAPLAINCY
 - LEARN 6 BIBLICAL SKILLS TO HELP A COUNSELEE DEAL WITH WORKPLACE DIFFICULTIES
 - LEARN WHY BIBLICAL COUNSELORS SHOULD SERVE AS CHAPLAINS IN THE MARKETPLACE

Calling

GOD HAS CALLED EACH ONE OF US TO A PARTICULAR WORK

God's Call Everyone to Work

- **Universal Call to Work** (Genesis 1:28, 2:15, 19-20, 20:9; 2 Thes. 3:10)

Genesis 1:28 *And God blessed them. And God said to them, "Be fruitful and multiply and fill the earth and subdue it, and have dominion over the fish of the sea and over the birds of the heavens and over every living thing that moves on the earth."*

2 Thessalonians 3:10 *For even when we were with you, we would give you this command: If anyone is not willing to work, let him not eat.*

Our Calling to Work is good.

Colossians 3:17: *Whatever you do, in word or deed, do everything in the name of the Lord Jesus.*"

- We must remember that work is not limited to paid work; it includes volunteer time or work that receives no compensation (raising children).
- Some people can be so focused on work that they neglect other biblical priorities: family, rest, worship, & spiritual growth.

The Difficulty of Work

Counsees will seek counsel for work-related problems

Counsees will often say, "I am not finding joy in my work!"

Counsees will say, "My job is stressing me out!"

Counsees will ask, "Should I change careers or find a new place to work? (Should I take a new job? When should I leave?)

Counsees will ask about "ethical dilemmas" that they face.

Counsees will seek counsel when supervisor is difficult, "My supervisor, owner, and/or boss is not nice."

Counsees desire to share their faith but often don't, "How should I witness at my workplace?"



Six Biblical Strategies for Overcoming Workplace Difficulties

HOW TO USE YOUR BIBLICAL COUNSELING SKILLS IN THE WORKPLACE?

Patience and Understanding

"My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak, and slow to become angry." (James 1:19)

- Leaders should practice patience and understanding when dealing with workplace difficulties.
- Listening and understanding others' perspectives before responding helps foster a positive and supportive work environment.

Conflict Resolution

***"Blessed are the peacemakers, for they will be called children of God."
(Matthew 5:9)***

- Leaders should strive to be peacemakers and actively work towards resolving conflicts in the workplace.
- This involves promoting **open communication**, **seeking common ground**, and finding **solutions** that benefit (bless) everyone involved.

Empathy and Compassion

"Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you." (Ephesians 4:32)

- Leaders should demonstrate empathy and compassion towards their team members.
- Understanding and supporting employees during challenging times can build trust and strengthen organizational relationships.

Humility and Servant Leadership

"But among you, it will be different. Whoever wants to be a leader among you must be your servant." (Mark 10:43)

- Leadership is not about exerting power over others but serving them.
- Practicing humility and adopting a servant leadership style fosters a sense of unity and encourages teamwork and collaboration.

Wisdom and Discernment

"If any of you lacks wisdom, you should ask God, who gives generously to all without finding fault, and it will be given to you." (James 1:5)

Leaders should seek wisdom and discernment in making decisions.

Consulting with trusted advisors, learning from past experiences, and seeking guidance through prayer can lead to better choices in challenging situations.

Address the Difficulty

Good response: If it is *relational*, we restore broken relationships (Matthew 18).

Bad response: Sometimes, we want to be correct.

We want “get even!” or “strike back!” “Eye for an eye!” “Tooth for a tooth!”

Address the Difficulty

- Even in the **healthiest workplaces**, conflicts/difficulties arise.

- Misread email
- Miscommunication
- Misinformed

Jesus' approach to **“go”** directly to the other person. (Matthew 5:23)

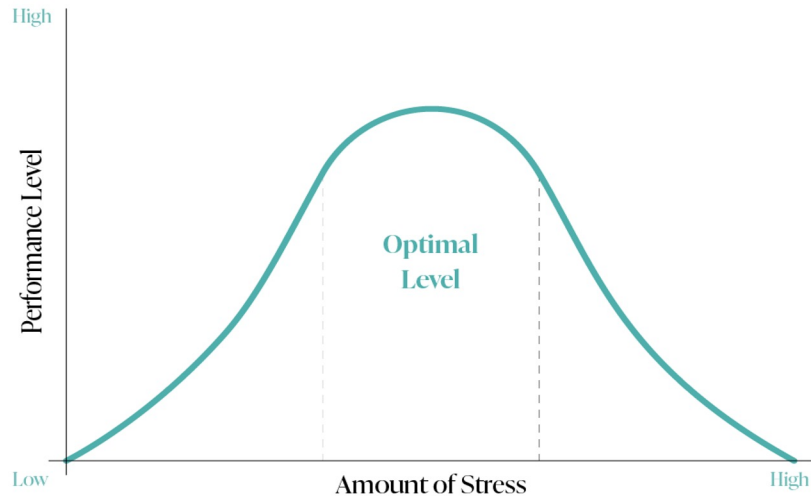
- Sometimes conflicts aren't resolved one-on-one. In that case, Matthew 15:16 tells us to seek help from others with the appropriate skills and authority.



Difficulties can cause stress.

The Stress Bell Curve

Stress operates on a bell curve.



- The stress sweet spot lies right in the middle of the curve, where you experience just enough pressure to find motivation but not so much that it is overwhelming.

Chaplaincy

Learn why Biblical Counselors could use their skills to serve as a chaplain.

IS GOD CALLING YOU TO CARE FOR PEOPLE?

How do I adjust biblical concepts for workplace situations?

- Of course, one should always think biblically about any topic.
- But I listen to what the employee is facing at the job.
- We develop helpful strategies, skills, and goals for the employee to think about and to do.
 - For example, if people seek WFCs, we will provide helpful strategies that employees or supervisors can use. I will likely break out the conversation in the following ways:
 - Think about the Effects of stress on the mind
 - Think about the stress on the body
 - Think about stress triggers
 - Think about stress management techniques



Effects of Stress on the Mind

- Decreased cognition
- Decreased learning ability
- Increased rates of cognitive, behavioral, and mood disorders
- Lower rates of attention
- Poorer decision-making skills
- Reduced memory recall



Effects of Stress on the Body

- Changes in appetite
- Decreased immune system function
- Higher rates of blood pressure
- Impaired cardiovascular function
- Increased rates of gastrointestinal inflammation

Stress Triggers

Not everyone's stress response is triggered by the same events. A variety of circumstances can be perceived as stressful, such as:

- A person's job and workload
- Conflict
- Deadlines
- Major life changes (marriage, moving to a new place, the loss of a loved one, etc.)
- Financial pressures
- Increased sense of responsibility





Stress Management Techniques

Stress management techniques are tools that you can use whenever difficult situations arise. They can help you find balance and regain a sense of calm.

Some activities to reduce stress include:

- Exercising
- Journaling
- Worship
- Physical Activity
- Time management
- Discipleship Community





Physical Activity

Exercise has been shown to reduce symptoms of stress, anxiety, and depression and can even [boost a person's mood](#).

Some ways to get active at work are:

- Go for a walk
- Ride your bike to work or lunch
- Take stretching breaks
- Use the stairs instead of the elevator

You can also get moving at home by:

- Going for a hike at a nearby park
- Playing with your kids
- Taking your pet for a walk



Journaling

Journaling can help people check-in with themselves and manage their mood, reduce stress levels, and provide an outlet for creativity and frustrations.

Some prompts include:

- What is upsetting me and why?
- What do I need? How can I advocate for my needs?
- What are my current thoughts?
- What sensations do I feel in my body?





Time Management

Effective time management skills have been linked to **increased job performance**, a boost in academic achievement, and higher rates of overall well-being.

Some ways to help manage your time are:

- Allow yourself to say “no”
- Delegate some items to others when possible
- Prioritize your to-do list
- Remember to leave time for yourself during your day
- Take time to get organized the night before
- Use a planner or calendar to create daily or weekly schedules



Interested in Chaplaincy

- Chaplaincy in the hospital requires extensive training and certificates (some affiliated hospitals require a Master of Divinity or Counseling Masters program plus certification)
- Chaplaincy Care in the Marketplace field. Where could I serve? How could I use my Biblical Counseling training?
- What does Workforce Chaplains provide?
- Is Workforce Chaplains nationwide?
- How could I connect with your organization and the people I work with?
- Email: marcus@workforcechaplains.com



Q&A

Please feel free to ask questions
and share your thoughts on stress
management skills and coping
strategies