

Action Steps for Creating a Culture of Hope in the Workplace

Hope is an important part of a healthy culture in any office. Without hope your staff will have little motivation to continue on or plan for the future. The following are some suggestions you can take to start cultivating more of a culture of hope at your office today.

1. **Emphasize past provision.**

Within a Christian organization, this will especially take the form of God's faithfulness to your organization over the years. Don't take God's past provision for granted. Note how He has met your financial needs as well as your leadership needs, facility needs, staffing needs, etc. Hope is thus based on a conviction that because God has always been faithful in the past, He will continue to be so in the future.

2. **Highlight current successes.**

Honor staff who come up with innovative means of accomplishing your mission on a tighter budget. Share how your organization is making a difference at your staff meetings. Let people know how God is at work refining you as a leader even now.

3. **Plan for the future.** I know a lot of organizations had plans that have been shot out of the water due to the turn in the economy. So, make a new plan! Move yourselves out of

survival mode to the biblical model of being "more than conquerors." Move from reacting to acting. Indeed, for many Christian organizations, this economic downturn will not only cause you to have to be smart about your budget, but it will also open up more opportunities to serve and meet the needs of others. Focus on those new opportunities. Focus on the impact that you are able to make.

4. **Remember that God doesn't need us.**

In 1 Samuel the story of the Ark of the Covenant being captured by the Philistines and taken into their pagan temple gives us a picture of this truth. For the next morning the Philistines found the image of their god fallen to the floor, as if bowing before the Ark. The Philistines propped their idol back up. Our God doesn't need propping up. In fact, the next part of the story recounts how God worked so that the Ark was sent back to the Israelites of His own accord, and not because they came to rescue it. This lesson should be humbling to us as leaders of Christian organizations. God doesn't need us, but He does allow us to be a part of His work. Let us rejoice in whatever we can do and trust Him with the things that we can't.

5. **Take time to worship.** Our hope is ultimately in God, so setting time aside each week to pray, study or sing together as a staff will help your workplace keep perspective. As hard as it is to hear, God has not promised to make our organizations thrive. He has promised that all things work for the good of those who love Him. Our good comes from God being glorified, and there is no doubt that will happen one way or another. As an organization, keep your eyes focused on Him, His perfection and His glory.