

Performance: What Is Our Duty on the Job?

Executive Summary:

- Consistent, quality effort
- Bible commands us to love and serve others
- Two essentials = Performance & Love; how balance @ work?
 - Focus on Jesus; onto "vertical", off "horizontal"

Big Idea: Whether employee or boss, 1st duty is always to Jesus

- Why do we work?
 - for horizontal reasons (material things)
 - horizontal motives never fulfill us
- Sustainable attitude is **WHOLEHEARTEDNESS**
 - doing your work for Christ
- What does **wholeheartedness** look like in practice?
 - 1) Do work with excellence & integrity
 - 2) Making sure your boss knows what you need to be successful
 - 3) Taking initiative to improve your performance
 - 4) being content with what you have
- Leader in company, honor Christ by treating employees **RIGHT & FAIR**
- What does **fair & right** look like in practice?
 - 1) provide decent wages, normal working hours, clear expectations, appreciation and honest feedback
 - 2) having the courage to resolve conflicts
 - 3) resisting temptation to form "triangles" against anyone
 - 4) honestly assessing performance, as you go, as well as at reviews
 - 5) Creating an environment where employees can flourish and grow
 - 6) Not punishing people for failings of the system
 - "system is perfectly designed to produce results you are getting"
 - 7) Dismantling jobs in which people consistently fail
 - 8) Moving people out of positions not suited for them

Duty to Christ?

Employee = wholeheartedness

Employer = be fair & right