

Shaping Your Culture

Video Notes

Discussion Questions

1. What are your takeaways from this video? What impacted you most?

2. Rick begins the video with the statement: Every organization has a culture.

What is the culture like in your organization? Would you describe it as healthy?

3. Dee Ann says there are three critical elements to creating a healthy work culture: meaningful purpose, challenging mission, and demonstrated core values. In which of these elements does your organization shine? In which element could your organization use improvement?

4. Dee Ann talked about Chick fil-A's "second mile second nature" practice based on Matthew 5:41 (NIV), "*If anyone forces you to go one mile, go with them two miles.*" How could you successfully implement this practice in your own organization?

5. What is the difference between COMMITTING to improving your organization's culture, versus COMPLYING with a set of rules?

Application

Dee Ann encourages us to “go be remarkable”. What is one step you can take tomorrow morning to start your organization down that path? Make a commitment to pray for each other as you take these steps.

Going Deeper

This section is an extension of the above materials and is designed for a deeper study/devotion on your own. Read the scriptures below and take some time to journal and put this content into practice to help you shape your culture at work.

Micah 6:8 (NIV) gives us 3 traits to help shape the culture you work in. *“God has showed you, O man, what is good. And what does the LORD require of you? To act justly and to love mercy and to walk humbly with your God.”*

1. **ACT JUSTLY:** This simply translates into “doing what is right” and demonstrating personal integrity. What does it look like for you to **ACT JUSTLY** this week in your work? Write down 3 ways you can demonstrate this and share it with someone.

2. **LOVE MERCY:** The word “mercy” in Hebrew translates to, “loving kindness.”

This is more than a nice gesture, but rather to do with the relationship that God had with Israel. God continued to love them and refused to let them go regardless of their actions and disobedience. God demonstrated loving kindness, mercy, and goodness, which all of it was undeserved.

One could call this kind of mercy a committed love. How can showing this kind of committed love in the workplace change the culture? What can you do specifically to

LOVE MERCY more than you do now?

3. **WALK HUMBLY WITH GOD:** Having humility in the workplace requires putting other people first, listening, asking for and giving forgiveness, having an attitude of gratefulness, and being teachable (open to learning).

By **WALKING HUMBLY WITH GOD**, how can you demonstrate this trait where you work?

Each trait is equally important, and when we practice these traits daily, it can and will change your workplace culture. Pray for God to show you how to demonstrate these traits on a regular basis in your workplace. Ask God to help you be a difference maker to help shape your workplace culture.
