

Mirroring the Truth

Keeping our Integrity in the Working World



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Nothing new under the sun



- Mesillas Yesharim
- Reminder/Refresher
- Obvious and fundamental, yet it gets overlooked

Challenge – review past behaviour/future behaviour through the criteria we will discuss today...

Definition of Work – in the ‘outside world’



- An exertion of strength or resources to accomplish *something*.
- Depends on how much effort – ‘work hard’, hard work
- Synonyms
 - Labor, travail, toil, drudgery, grind
- Doesn’t suggest being creative or using intellect, doesn’t even have to have a specific goal – just use effort and make something happen
- Makes it sound and feel so heavy - no wonder people are tired and most dread going to work

Our Definition of Work



According to Rabbi Simcha Bunim Cohen – the Shabbos Kitchen

We are b'tzelem Elokim – made in the Image of G-d

We are creative, conscious, intelligent beings – a soul housed in a body

Every thought, word, deed and object is a manifestation of something spiritual. Every single act, no matter how seemingly small, either brings a Jew closer to Hashem (Mitzvah) or pushes us farther away (sin).

We function in the material world, but we are performing holy work in completing the Creation

We transcend time

Lean on the past (Mesorah/examples of Avos), work to improve the present, with the objective of creating a dwelling place for Hashem in this world (future)

Our Definition of Work, continued



- Every skill, talent, ability is a gift from Hashem
- Every circumstance, situation, experience, test is from Hashem uniquely tailored for you
- **Our JOB, our WORK**, is to be mindful, in every moment, that what we are doing is Holy
- **Our GOAL** is to build a home for Hashem here on earth
- We must act according to our true role and not according to the definition of work in the material world

Truth and Integrity



- Torah = Source of Truth
- Integrity = Say what you mean and mean what you say
- Kiddush Hashem:
 - **Living a Torah observant life + sanctifying Hashem's name**
- Chillul Hashem:
 - **Maharsha – if our actions 'arouse suspicion or concern' that is enough to constitute a chillul Hashem'**

The gauge of chillul Hashem is how it is viewed
in the eye of the beholder

Who is ALWAYS watching? (Trick Question)

The Perception in the Outside World



- Well defined in the book “*Making it all work*” – Ari and Miryam Wasserman
- It doesn’t matter if we are considered ‘important’ or ‘ordinary’ people in the Jewish community because in the workplace, every observant Jew has the status of a ‘distinguished individual’
- People often look up to religious Jews as being motivated by ethics
- Therefore, everything we say and do is evaluated through a lens of higher expectation

Building Credibility



- The best way to be perceived as honest, upright and a person of strong values, ethics and integrity is

TO BE A PERSON WHO ACTS ACCORDING TO VALUES, ETHICS AND WITH INTEGRITY

- We must hold ourselves to a higher standard because we are visible and people are watching
- Be honest at all times, be loyal in company matters (when they don't conflict with Torah), be a hard worker even when no one is looking, uphold the law, work in a way that makes you an valuable asset and business partner

Doing your job by being you



- Aggressive versus assertive
- Speaking up versus giving in
- Having an opinion
- Being diplomatic, kind, giving the benefit of the doubt
- Having boundaries and saying “NO”

Challenging Situations



- Halloween/xmas/chanukkah
- Meetings in Restaurants/offsite meetings/team lunches
- Dress codes/head coverings
- Shabbat and Yom Tov
- Friendships with non-Jewish women
- Yichud
- To shake or not to shake...

The best way to avoid/manage this is general is to...

- Make sure you don't leave your Torah values on the street before arriving at work

I work in an orthodox company...



- In the secular world we know and they know we are different
- Make sure you don't leave your Torah values on the street before arriving at work
- We still need to be mindful b/c there aren't as many safeguards and fences
- Integrity is critical – Hashem is always watching
- Hold yourself to a higher standard
- Be an example to those around you

Have “The Talk”



- When should you discuss your observance?
- What happens if you have a conflict?
- How should you handle discussions about it in the workplace – with:
 - your boss
 - coworkers
 - HR
- Consulting your Rav

Summary



- Set your boundaries in advance
- Know yourself
- Believe in yourself
- Be proud of your yiddishkeit
- Be forthright and honest
- If things are not working out, consider making a change

Be Prepared



- Anti-semitism is a real thing
- Being unsupported in your Orthodox needs is possible and probable – sometimes even legal
- Issues in a frum workplace can happen
- What to do?
 - Be Prepared!
 - Keep your network strong
 - Have a current resume
 - Stay marketable – keep your skills current
 - Be ready to move if necessary

Where to turn for help



- People struggling with work issues find that having a mentor or coach who can help you evaluate the situation and create a plan to deal with it is enormously helpful.
- Binah Consulting specializes in helping high-achieving individuals to build a personalized professional plan that propels them forward successfully
- Manage your own career
- Be prepared!



Remember Your Mission



- You are b'tzelem Elokim, an eved HaShem
- Focus on your mission – use your unique gifts and talents to serve Hashem with all your heart and all your soul
- Strive to elevate those around you – not to become like them, or integrate with them (Sefer Yehoshua)
- **Success in business and work endeavors comes from?... (trick question)**
- We serve in our roles in the workplace according to the Will of G-d, not our will and not the will of others

Conclusion



In this way we will Mirror the Truth
and Keep our Integrity in the
outside world of work

FREE Leadership Self-Assessment



As a THANK YOU for attending today's session, we're offering a FREE Leadership Self-Assessment.

Simply use this link:

<https://assess.coach/binahconsulting/>

If you'd like to discuss your results, please contact us for a

FREE 30 minute discussion

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THANK YOU!