Turning the Tide on Rudeness  
By John Kyle

Common courtesy is increasingly uncommon. Workplace incivility can result in lower productivity, higher turnover, and absenteeism. It can spread beyond the office and into customer relationships.

Rudeness at Work

What does rudeness look like in the workplace? It can range from subtle things like eye rolling to outrageous things like berating a colleague in a meeting. Here are some common examples:

- Gossiping and talking behind someone’s back.
- Interrupting someone when they are speaking.
- Excluding colleagues from projects or meetings even though they should, by role and responsibilities, be included.
- Being late for meetings or in other ways not respecting someone else’s time.
- Speaking to people in a condescending way.

Paul’s Call to be Courteous

Based on Paul’s description of love in 1 Corinthians 13:5, we know that love is not rude. In his letter to Titus, Paul explains how we are to treat one another by telling church leaders to model considerate behavior:

“Remind them to be submissive to rulers and authorities, to be obedient, to be ready for every good work, to speak evil of no one, to avoid quarreling, to be gentle, and to show perfect courtesy toward all people.” (Titus 3:1-2)

Paul connects our readiness for good work with being gentle and showing courtesy toward all people.

Overcoming Rudeness in the Workplace

The following ideas can help to establish civility and courtesy in the workplace:

- “There are no ordinary people; You have never talked to a mere mortal.” This great statement by C.S. Lewis is a reminder that all humans are made in the image of God. The dignity of each person is the core motivation for honoring and respecting our colleagues.

- **Listen, think, then speak.** Rather than reacting quickly, Paul calls us to be quick to listen and slow to speak. This helps us to think through constructive and encouraging contributions that can defuse inflammatory situations.

- **Be courageous and defend the honor of others.** If you have habitually rude people in your workplace, gently confront them. Don’t let bullies establish the dominant culture of your workplace. The goal is not to bully the bullies, but to restore them to healthy relationships in the office.

Ultimately, Jesus showed us how to love. He lived a life on earth marked by intentional words and deeds so that others might flourish. We can’t love perfectly as he did, but we can follow him and learn from his example.

This article has been adapted with permission from the Institute for Faith, Work & Economics. View the original article at [https://tifwe.org/rudeness-in-the-workplace/](https://tifwe.org/rudeness-in-the-workplace/).

Subscribe to the IFWE Daily Blog at [https://tifwe.org/subscribe](https://tifwe.org/subscribe).

John Kyle is the executive director of The Fellows Initiative, a network of Christian leadership development programs for recent college graduates. He is also the founder and president of Kyle Venture Advisors, a consulting firm. He and his wife Shirley live in Loudoun County, Virginia.

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Relationships with coworkers give Christians daily opportunities to show our character. Ideally our work relationships should reflect that God is worthy of our best conduct. Living an authentic life allows your relationship with God to illuminate every place you enter, including the workplace. According to Peter Wagner, “The place to work out your faith isn’t just at church. What people do in the workplace is their ministry, just as much as singing in the choir is at church.” We are called to be in this world, but not of it. Others may live by more commonly accepted relationship principles, such as, “Look out for number one!” But we are called to a higher standard—to be Christ-like in our relationships with our coworkers. If it is possible, as far as it depends on you, live at peace with everyone (Romans 12:18). That’s our assignment for our work relationships. Enjoy the rest of your summer,

cassell@ciintl.org  
(703) 205-5600
Kindness Over Convenience  
By Jacqueline Magill

Don’t let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith, and in purity. (1 Timothy 4:12)

I was asked to take on a leadership role when I was still very new in the profession of nursing. This often included heading a team of coworkers both younger, and at times, several years older than me. In our workplace, we are highly motivated and have a good culture of teamwork, compassion, and friendship. However, like any strong environment, it can be tested by the nature of the demands placed on it. There is the temptation to grow weary of extending compassion and it can be difficult to maintain our own peace.

One particular morning, I arrived to work and it quickly became apparent to me that an elderly patient would require a great deal of attention. He was confused, without family, and continued to attempt to leave or call out to us from his room. I soon realized that he had gone back in his mind to his safe place and believed he was still an inspector (his job before retirement). What he needed was to feel safe and listened to.

I decided to change my whole day by bringing him out into the nurse’s station to sit beside me for the remainder of the shift, where he happily chatted with me, asked me questions, and made inspections on our unit from his wheelchair. At first, the other staff responded as expected, seeing his presence as a distraction, slowing work down, certainly unusual, and requiring a great deal of patience and compassion.

Throughout the rest of the day, however, I would at times ask various nurses to sit with him while I went about different tasks. Many then began to sit with him voluntarily when they had a moment, patiently listening to him talk and addressing his often repeated questions. One even made him a name tag which he proudly wore as we now all addressed him as “Captain.” He was included in our safety debriefings as he could not be left alone, and even offered his advice.

I was amazed at the end of the day by how we had all accepted his weaknesses and adapted our day to accommodate his needs. Together we displayed an attitude of love, compassion, and patience which was visible not only to our Captain, but also to anyone who walked onto our unit.

PRAY:
Father, help me to be an example of love in my workplace.

REFLECT:
Would my coworkers find a good example when they see the way I interact with others?

DISCUSS:
What things about the culture of my workplace need to change? How could I help bring about that change?

2018 ANNUAL CAMPAIGN

BOLD VISION: BRIGHT FUTURE

We continue 2018 with a BOLD VISION for a BRIGHT FUTURE. With a goal to influence 20,000 lives by 2020, let’s invest in our mission together with prayers, financial support, and personal effort.

We’ve opened doors to thousands of Christians at several large corporations. We continue to grow our social media outreach. The Annual Conference will provide inspiration and a sense of renewal for attendees to face future challenges. We have launched the Nine to Five podcast series. Join us in realizing this bold vision to support others in being Christ in their workplaces.

How can you help?
Encourage a new generation of Christians to meet the call to align their careers with God’s mission by donating online at www.cicintl.org/agc18. Thank you for your continued prayers and support!
**REFLECTIONS: WEEK 2**

**Following a Leader**

By Shane Soule

*Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith. (Hebrews 13:7)*

As I continue to grow as a man of God, I reflect on how I got to where I am now. Many men planted seeds in me that are just sprouting today. One of those men is Dale DeVon. Dale owns a custom homes business and is a state representative in Indiana. He is a leader for God not only at church but also in the workplace.

Dale has a peace about him that I have not seen in another man. No matter what life or business throws at him, his calm approach never leaves him. Even when dealing with angry subcontractors he remained calm. He led all meetings and contract signings asking for God’s presence in the situation. What can be an anxious and stressful time for homeowners—signing a contract for hundreds of thousands of dollars—became peaceful and powerful when Dale invited God into the moment.

It was rare that the meetings didn’t end in hugs and newfound trust not only in his custom homes business, but also that God was involved in the process.

I was young and immature when I worked for Dale, but his faith and approach to life and business stuck with me. He planted a seed that did not sprout right away. I ended up underperforming for Dale’s company and moved on in my career.

To this day, Dale probably doesn’t know the impact he’s had on my life. It took 16 years, but the seed he planted finally sprouted two years ago as I handed my personal and professional life over to God. Many of the things I saw Dale do, I now do in my own life.

I also realize that I’m planting seeds for God daily. He has given us that responsibility as Christians and I do not take it lightly. Our impact for him can come immediately or it might sprout years later when you least suspect it.

**PRAY:**

Father please place leaders in our lives who set a good example for everyone they encounter.

**REFLECT:**

Consider how much better life would be if more leaders spoke the word of God.

**DISCUSS:**

We truly live in God’s time and don’t know when his seeds will take root.

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**REFLECTIONS: WEEK 3**

**Coworkers with Compassion**

By Jacqueline Magill

*The work is too heavy for you; you cannot handle it alone (Exodus 18:18)*

As a nurse, I am given an assignment of five to six patients that often can be difficult to manage. I was the one of my team who frequently offered assistance to my coworkers and jumped in where I saw needs, but I rarely asked for help from them. One particular day, one of my six patients began having a seizure. In his unconsciousness, he backed me into a corner and began hitting me. I yelled for help, unable to push the emergency button.

One by one, four coworkers appeared in the door to help, one of them even placing himself between me and the patient to protect me from his blows. Together, we were able to subdue and assist the patient to recovery.

Sensing that I was a little shaken, my manager pulled me aside. The other nurses checked on my other patients while my manager lovingly talked with me about what had happened. The conversation with her and that moment away gave me the courage to return to my work day. I learned through that experience how much I needed my coworkers as much as they needed me in this challenging work of ours and to trust them because their love for me was very evident that day.

**PRAY:**

Lord, open my eyes to see my own need. Give me the humility and trust to accept help from those I work with.

**REFLECT:**

How am I reluctant to receive help? Are there people I work with I need to trust more?

**DISCUSS:**

We are made to need one another. Share a time you received help from a coworker.

Jacqueline Magill works as a charge nurse in a local hospital on a medical-surgical unit. She can be reached at jacqueline.magill@gmail.com.
Leading with Humility

By Shane Soule

I will give you a new heart and put a new spirit in you; I will remove from you your heart of stone and give you a heart of flesh. (Ezekiel 36:26)

I started working at Zeeland Lumber and Supply 10 years ago. Zeeland had a truss and component shop and was looking to increase sales in this category by increasing their geography. They were a $40 million company supplying all building products but were new to the truss manufacturing side of the business. They had just acquired another company that had this manufacturing and were looking to invest in the growth of this business unit.

I started in a brand new territory for them and worked out of my bedroom. I was fortunate enough to add about $1 million per year in sales and soon got an office and my first employees. The next step was a manufacturing plant and a supply yard in my area and they entrusted me with the “management” of the sales and operations in this region. We grew to around $15 million when an event happened that changed my life forever.

While building the business, I spent most of my focus on this area of my life. I had four children and considered myself a good husband and father. I did not, however, attend church or lead my family for God. I also did not give my wife the emotional support she needed as a stay at home mom of four children.

Over time, we grew apart and I was blind to it because my priorities were not straight. I vividly remember lying in bed on a September morning and hearing a fateful four words, “I want a divorce.” What I thought was important and valuable became insignificant.

What was once a “strong” man became a heap of clothes on the floor. I had a choice—to give up on life from depression or turn to God. I surrendered my entire life to God and over time reworked my priorities. God, relationships, family, and being present are on the top of my mind. Emails and text messages were not as important. I poured everything into the people in my business.

Since that time I have become a better leader and have better relationships with my team members. I have been blessed to witness in many of their lives. God was with me through the worst time of my life and saw me through to the best time of my life.

Shane Soule lives in Osceola, IN, and is a single parent to four children. He is a member of the South Bend/Elkhart chapter and is the Vice President at Zeeland Lumber and Supply. He can be reached at shanes@zeelandlumber.com.

**PRAY:**

Lord, help me to lead others with humility and encourage me to focus on the things that matter.

**REFLECT:**

How do I treat coworkers when I’m in a difficult situation?

**DISCUSS:**

People in crisis often retreat. But sometimes the best path to take is to be more open with coworkers.

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**2018 ANNUAL CONFERENCE REGISTRATION RATES**

Join us in Minnesota!

**Work-Life Balance**

The theme of this year’s Annual Conference focuses on bringing God’s good order into our lives. Registration is now open. Early bird registration rate is $205 and runs through September 6. Beginning September 7 the rate is $225. The spouse rate is $155.

The Annual Conference will be held on **October 5-6** at the Embassy Suites Bloomington, MN. Please mark your calendars!

Room reservations are now being accepted at the conference hotel. Contact Embassy Suites at http://embassysuites.hilton.com/en/es/groups/personalized/M/MSPWEES-CIC20181003/index.jhtml

Or call them at 952-884-4811 or 1-800-Embassy.

Ask for Group: Christians In Commerce or Group Code: CIC.
I’m a big believer in leading by example and trying to model excellence. So, most days I am able to achieve my full morning ritual which starts with working out at 5:30 a.m. Whether that be running, yoga, biking, or walking with friends, I want to get out of the house and start taking in the day.

Then, I come in and make coffee and I make time for my prayer chair. My family already knows that there is Mom’s chair which I call my prayer chair. Right next to it are my devotionals and journal. I read and sit and within my view I have Psalm 46: “Be still and know that I am God.”

I think it is really important to just sit with that verse because so much of our day is filled with “doing” that by being still in that moment, it equips us to be enough, and be of significance in our day. Sometimes in those few minutes of stillness I will journal my prayers and use it as time to call in what I am grateful for, as well as what I am prepared for in the day. Many times this is in the form of, “Lord, guide me in doing my best work today. Bless my path and the people that are with me today and help me create the space I need for those people.”

As I’m putting out name tags and workbooks and moving tables and chairs around to facilitate a space, I am blessing each chair. I always have one chair in the corner that sits empty, and that’s where God sits. When I’m having a tough time facilitating, I ask the Holy Spirit to bless us and give us the guidance to do whatever needs to be done. That’s my way of trying to embody who I can be for people and make the impact I can have on leaders by trying to be a leader myself.

In a majority of these coaching sessions, especially with executives, there is some sort of faith conversation. Currently I am coaching a CEO of a manufacturing firm and many times we will begin our coaching session, and it eventually circles back to “What is God telling you about the situation right now?”

She will lean on me and ask me what my intuition is right now. My intuition is the Holy Spirit and so I know that me sensing that and being present for her, helps guide her to make smart business decisions. That’s honoring who she is and being the leader she needs to be for her company.
One of the most powerful ways as Christians we can bring change to our workplaces is by acting as peacemakers.

Conflicts abound all around us. Disagreements are commonplace. Stakes appear higher than ever before. Good people get upset with each other because of misunderstandings, perceptions, insensitivities, preconceived notions, and clear differences.

It’s not easy, it’s not always successful, but have faith in God. It’s better than the alternatives.

God can do more through a healthy dialogue pursuing truth, than a confrontational conflict that only causes each of us to further entrench ourselves. Humankind will put their trust in power and control. God puts his trust in love. If we love one another and draw towards truth we can leave the rest in his hands.

“Blessed are the peacemakers for they shall be called sons of God.” (Matthew 5:9)

The Greek word used for peacemakers means those who work for peace, who reconcile enemies. Jesus calls them sons of God because peacemakers are doing the work he did. It’s also the work he gave to us. While it begins with reconciling us with the Father, it doesn’t end there.

*If it is possible, as far as it depends on you, live peaceable with all.* (Romans 12:18)

We are uniquely called and equipped to lead in bringing reconciliation into conflict and disagreements. It must be done in humility and love with a painful awareness of our own contributions. Unafraid to compromise our own peace, we intervene in conflicts with those who have disagreements. We are not pacifists who are against conflicts but we are peace brokers looking to reconcile warring factions.

Let us open ourselves to being transformed into the likeness of the Son of God and abandoned to the will of the Father. Let us go, in his power and grace, where we fear to go and be willing to grow in learning the skills of reconciliation through experience.

Access the Snapshot Podcasts series at www.christiansincommerce.org/snapshot

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**NEW PODCAST**

**NINE TO FIVE PODCAST**

Check out the latest Nine to Five podcasts—conversations with Christians aligning their careers with God’s mission. Two new podcasts added monthly featuring Christian men and women sharing their work experiences and experts offering valuable insights.

Listen, share with friends, and let us know what you think!

**AVAILABLE NOW:**

iTunes: https://apple.co/2F8e8QG  Our Website: http://bit.ly/NinetoFive
WORKING FOR OUR FATHER IN MINNESOTA

As Christians, we’re all called to be working for our Father. But what does that look like and how do we accomplish it? CIC’s Working for Our Father series was designed to answer these questions and more in a 4-hour program that features videos, personal sharing, reflection, and small group discussion; and is supplemented by a series of 20 podcasts.

Last April, the Minneapolis-South chapter hosted the series in a one-day session (it can also be held in four 1-hour sessions) attended by a diverse group of 50 men and women of all ages. A young woman at organizer Ed Karbowski’s breakout table said that the session was timely in her life. Ed said, “As always, the Holy Spirit was drawing the right people to the right place, meeting their individual needs.”

Each of the four sessions are preceded by personal sharings. All four of the sharings can be heard in recent Nine to Five Podcasts.


- Taking an interest in the well-being of others
- Standing for the dignity of all
- Helping to resolve conflicts
- Encouraging practices that are honest, just, and ethical.

Luke’s sharing preceded the last session, “Operating in the Fruit of the Holy Spirit.” He shared that the Holy Spirit was present in the faith of his childhood but he never had a true sense of who the Holy Spirit was or how to pray to him. His experience in Christians in Commerce changed that and culminated with him being baptized in the Holy Spirit at last year’s Annual Conference.

Luke described his experience by quoting founder John Mooney who said of his own baptism in the Holy Spirit, “Nothing had changed, but everything was different.” Luke’s experience led him to a deeper and more authentic prayer life and a desire to be overflowing with the love of the Holy Spirit.

There has been an overwhelmingly positive response from participants in the series. Some participants are discussing ways they can bring the series into their churches and workplaces.

To find out more or to host a series, visit workingforourfather.com. The series is available free of charge, and has helped thousands of Christians align their careers with God’s mission.

Please send your events and stories to:
Terry Cassell
Fax: (703) 205-0485
cassell@cicintl.org
7515 Lee Highway
Falls Church, VA 22042

MEN’S CHALLENGE WEEKENDS

Greater Phoenix
October 26-27, 2018

Orange County/Mission Viejo
March 29-31, 2019

Fresno
April 5-7, 2019

2018 ANNUAL CONFERENCE

Embassy Suites Bloomington
Bloomington, MN
October 5-6, 2018

CONDUCT A WORKING FOR OUR FATHER SERIES

Scheduled Working for Our Father series are now listed and promoted on our CIC Website event page www.cicintl.org/events. Each chapter can now promote their upcoming Working for Our Father series event by listing them on their chapter website. The series assists Christians in aligning their careers with God’s mission.

To preview and learn more about the series and how to obtain materials, please go to www.cicintl.org/wfof or contact the CIC Home Office, info@cicintl.org or (703) 205-5600.
CHRISTIANS IN COMMERCE PRAYER

Father,
You are my Lord and Creator.
You entrust me with a place of stewardship in your creation.
Fill me with your Holy Spirit:
That he may teach me to pray and live in Christ and as Christ;
That he may teach me love for family, friends and all people.
   A love that is selfless, humble, and wise;
That he may teach me stewardship of the talents, time, money and possessions you have given me.
   A stewardship that serves, is generous, and brings honor to your name;
That he may teach me faithfulness to your call to Christians in Commerce.
   A call that unites us and builds your Kingdom in the marketplace.
Through Jesus Christ who is Lord.
   Amen

VISION: Being Christ in the workplace
MISSION: To encourage and equip Christians to be God’s presence in the workplace by the power of the Holy Spirit, exercising faith, integrity, and excellence
VALUES: Christians in Commerce is an ecumenical organization committed to:
   • Growing and being transformed in Jesus Christ
   • Manifesting the gifts of the Holy Spirit
   • Building strong brotherhood and sisterhood
   • Serving God and expanding his Kingdom in all aspects of our lives