

# The Importance Of Religious Identity In The Workplace:

How To Live Your Faith Beyond BYU & What Fortune 500 Companies Are Doing To Help

April 13, 2023

# BYU MARRIOTT SCHOOL *of* BUSINESS

## VISION

*We aspire to transform the world through Christlike leadership.*

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## MISSION

*We develop leaders of faith, intellect, and character.*

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## GUIDING PRINCIPLE

### *Centered on Students*

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We evaluate our decisions and actions by the impact they will have on the academic experience, professional preparation, character development, emotional well-being, and spiritual growth of our students.



## VALUES

### *Faith in Christ*

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We value deep and abiding faith in Jesus Christ. Our faith gives us the capacity to envision a better future, the confidence to make that future happen, and the courage to act in the face of challenges.

### *Integrity in Action*

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We value integrity and hold ourselves to the highest moral and ethical standards. Acting with integrity builds trust, strengthens character, and focuses our ambitions on things of eternal consequence.

### *Respect for All*

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We value respect for all individuals as children of God and recognize the inherent worth, divine potential, and agency of each person. A climate of respect and belonging enhances our learning, facilitates collaboration, and encourages personal growth.

### *Excellence*

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We value excellence in learning, teaching, research, management, and leadership. An expectation of excellence magnifies our influence and motivates us to continually improve.

# Today's Discussion

1. The Business Case
2. Company Examples
3. Tools and Frameworks
4. Inspire you to Contribute

# The Business Case

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**Why it matters for you**

**Why it matters for business**





Religious  
Affiliation  
84% to  
87%

Employee  
Performance

Religion  
Dividend

9 of 10  
Fastest  
Growing  
Economies

Innovation  
Recruitment  
Retention



# McKinsey Health Institute

*Inside the matrix: people and systems focus almost entirely on physical health.*

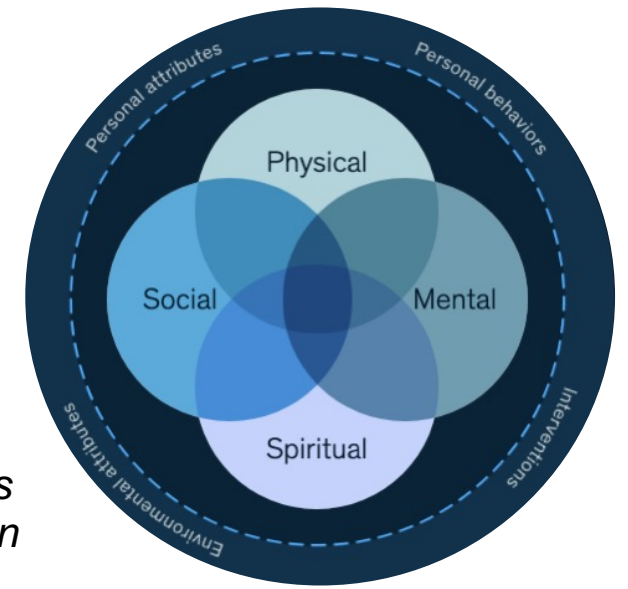
*In 2020, less than 2 percent of physicians and nurses worldwide were trained in managing mental health problems.<sup>14</sup> More than 90 percent of all healthcare expenditures are spent on treating physical disease or physical symptoms.<sup>15</sup> Most countries don't even attempt to systematically measure mental health, let alone social or spiritual health.*

*Outside the matrix: we realize that mental, social, and spiritual health are important in and of themselves.*

*In a survey of 19,000 people across 19 countries,<sup>16</sup> around 85 percent of respondents said their mental health is as important to them as their physical health, and their **spiritual and social health were also listed by the majority as “extremely” or “very important.”** People share this view across high-, middle-, and low-income countries.*

*Outside the matrix: we recognize the linkages among body, mind, and spirit.*

*We recognize that a large and growing body of research is catching up to a few thousand years of philosophical and religious teachings.*



[The secret to great health? Escaping the healthcare matrix, McKinsey Health Institute](#)

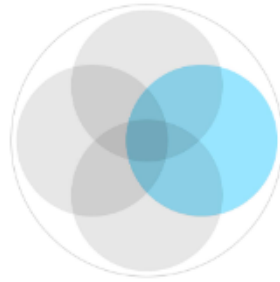
# Health is mostly about function, not disease or death.

## Key aspects of function, by dimension of health



### Physical

- physical energy/vitality
- absence of pain
- senses (sight, hearing, smell, taste, touch)
- movement
- sexual function
- continence



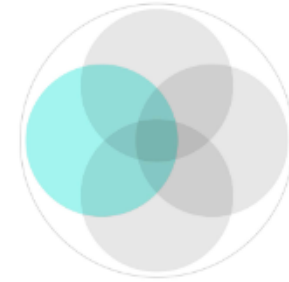
### Mental

- mental energy/stamina
- cognition (memory, problem solving)
- resilience
- coping
- positivity
- agency



### Social

- ability to create and maintain healthy relationships
- ability to participate actively in a community
- empathy
- self-awareness



### Spiritual

- meaning and purpose
- centeredness
- healthy sense of self/identity
- hopefulness
- gratitude
- appreciation of beauty

Note: Grounded in the World Health Organization's (WHO's) definition of health: "A state of complete physical, mental, and social well-being and not merely the absence of disease or infirmity"; *Constitution of the World Health Organization*, WHO, 1948.



## Among US Fortune 500

- 1 American Airlines 
- 2 intel.
- 3 DELL Technologies
- 3 tie PayPal
- 3 Texas Instruments
- 6 EQUINIX
- 7 TARGET.
- 7 tie Tyson
- 9 tie AIG

- 9 tie Google
- 11 tie AMERICAN EXPRESS
- 11 tie Ford
- 11 intuit.

## Outside US Fortune 500

- 1 > accenture\*
- 2 SAP\*
- 3 qualtrics.XM
- 3 tie TEA YOGI TEA

\* Global Fortune 500





CHALLENGING  
MYTHS WHILE  
SUPPORTING  
INTERSECTIONALITY

FOSTERING  
INCLUSIVITY

MEETING NEEDS  
OF EMPLOYEES  
IN THE NAME  
OF FAITH

LEADING KEY  
CORPORATE  
CITIZENSHIP  
PRIORITIES

ENHANCING  
PRODUCT  
DEVELOPMENT

EXTERNAL /  
GO TO  
MARKET



Buddhist  
Muslim  
Christian  
Interfaith  
Jewish



Inter Belief  
Network (IBN)

Google

**Why is Google doing this?**



# Tools and principles for faith & belief at work

- Fold Faith and Belief into Diversity, Equity, and Inclusion Efforts
- Connect Faith Accommodation to Business Outcomes
- Define the Purpose
- Follow a Defined Process
- Ensure Stakeholder Engagement
- Be Inclusive
- Have a Policy Regarding Faith and Belief
- Develop Religious Literacy

- 1) **Connect faith and belief accommodation for all employees to business outcomes**
- 2) **Connect your faith identity to your ability to contribute fully as a professional**

# Application

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## **Your Circle of Influence**

- What can you do in your circle of influence – starting today – to foster an environment of accommodation and respect regarding faith and belief?

## **Your Organization**

What can your organization do to foster an environment of accommodation and respect regarding faith and belief in the workplace?



Q&A

