The Importance Of Religious Identity In The Workplace:
How To Live Your Faith Beyond BYU & What Fortune 500 Companies Are Doing To Help

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

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

**GUIDING PRINCIPLE**
**Centered on Students**
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**
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**
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**
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**
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

Why it matters for you

Why it matters for business
Religious Affiliation 84% to 87%

9 of 10 Fastest Growing Economies

Employee Performance

Religion Dividend

Innovation Recruitment Retention
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. More than 90 percent of all healthcare expenditures are spent on treating physical disease or physical symptoms. 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, 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

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

Texas Instruments

Tyson

Google

PayPal

Dell Technologies

CVS
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
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?