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--Soul Peace.10 --

Business Soul

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For Jubilee March / April 2009, Vol. XXVI

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It may seem strange to think of every business as having a soul, but it does. Just as a family takes on the personality of the parents and the extended family, and a Church the personality of the leaders and founding fathers, so does a business take on the personality of the leaders and owners.

To explain how this works, I would like to introduce to you Shelley and her father. I visited Shelley with her parents and siblings many years ago when she was in first grade.

Shelley's Dad was an amazingly talented young man. He maximized the space in their small home by making a wood bunk bed for each of his children that he designed with built-in drawers underneath and an integrated desk. [In 2009, we are accustomed to seeing this type of space saving design in stores. But this was very unique at this time in 1946.]

He enjoyed constructing these creations, and he enjoyed his family and people. He carried these skills over to the business world by founding an electronics firm in a small town across the river from the state capital.

He treated his employees like they were the company's greatest asset. He paid them a good wage, provided benefits, and good working conditions. He provided a stable work atmosphere of appreciation where the worker's soul [intellect, will, and emotion] could flourish. People enjoyed coming to work, and as a result, absenteeism and sick leave were

Connecting the soul (the intellect, will, and emotion) with Biblical Truth and psychological knowledge.
Integrating the soul with body and spirit for peace in all areas of life - -business,
Personal, marriage, family, and relationships.

"Not by might, nor by power, but by my Spirit, says the Lord of Hosts."

Zechariah 4:6

rare. As an over-flow blessing, the employees' personal lives and families flourished, as did the greater community.

At the end of the year, he shared profits with them. This was so unheard of at that time that people flocked to apply to work for him. There was always a long waiting list for employment because his workers never left for other jobs.

Over the years, his electronics firm expanded into a much larger plant outside town. He continued to prosper because of the atmosphere he created for his employees to succeed.

Years later, Shelley's Dad died suddenly. Shelly and her siblings were grown and living with their own families scattered across the country. They tried to continue running the company, but found it impossible to do so. Finally, they sold the electronics firm.

The new company leaders and owners had a different soul and it was sadly like the other companies in the area. Workers were not honored. In a short time turnover, absenteeism, and productivity mirrored the surrounding companies. Families and community ceased to flourish.

I was privileged to watch Shelley's Father positively change family and community by respecting and honoring employees. Conversely, it was horrifying to watch that atmosphere as it was immediately erased by a change in leadership soul. Just as a small child is known by his/her deeds, so is a company known by its treatment of employees, and the atmosphere it creates for their workers, the worker's family, and the greater community.

Since then I have watched other companies honoring workers, yet end up with lay-offs and plant closings. There are always reasons. Some reasons are more quickly discovered than others. For example, shareholders of a publicly traded company may have a different agenda than success of the company through honoring the employees. The same may be true of employees, unions, and leadership. Or there may be strife among workers at any level. There may be a need for soul integration in the leadership if they are controlled by negative attitudes and fears. What we fear comes upon us.

At other times, there can be a need for a Spiritual Consultation to look into the company's history. There can be a trauma in the history of the company, or previously on the property, that needs reconciled for the company to flourish. In previous columns we have talked about the way individuals can step outside the wall of God's protection. Businesses can do the same. A Spiritual Consultation will uncover the problem, and prepare the reconciliation needed to come back within God's wall of protection. Only the company leadership can

decide what to do with this information. The business soul of a company is crucial for its leaders to monitor because the long-term success of the company depends on it.