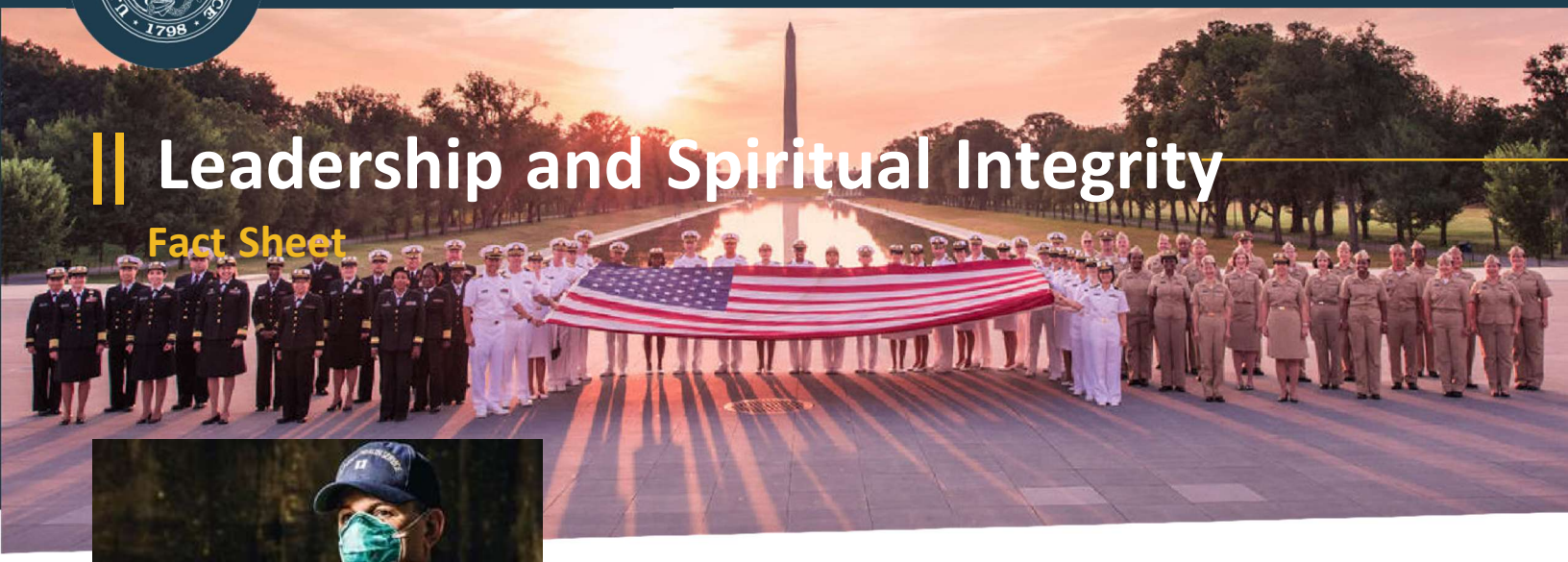
COMMISSIONED CORPS
OF THE U.S. PUBLIC HEALTH SERVICE



Leadership and Spiritual Integrity

Fact Sheet



Research shows that workplace spirituality and religion are positively associated with:

- **Organizational commitment**
- **Job satisfaction**
- **Productivity**
- **Altruism & Conscientiousness**
- **Career self-management**
- **Lower interrole conflict**
- **Reduced frustration**
- **Job-related esteem**
- **Greater Involvement**
- **Improved Retention**
- **Ethical Behavior**

Spirituality and Religion in the Workplace…

- Have long influenced workplaces—from St. Benedict in the 6th century to the Protestant Work Ethic and the Faith at Work Movement.
- Is a culture of values that helps employees find purpose and connection through their work, fostering compassion and joy.
- Improves health and psychological well-being by meeting spiritual needs in professional settings.

Leadership and Spirituality…

- Aims to align vision and values across the organization, teams, and individuals.
- Promotes outcomes such as organizational commitment, productivity, financial performance, employee life satisfaction, and corporate social responsibility—built on a foundation of ethical leadership and integrity.

Take Action By…

- Appling two key processes of spiritual leadership:
    1. Create a transcendent vision of service to others, inspiring a sense of calling, purpose, and meaningful impact.
    2. Build an organizational culture rooted in altruistic love and integrity, where members feel valued, understood, and genuinely cared for.
- Taking time to know your team, including their spiritual needs and practices.
- Modeling respect and non-coercion toward differing belief systems.
- Leading with integrity and demonstrate altruistic love in every decision.

Resources

- Centers for Disease Control and Prevention. (n.d.). Workplace health model. U.S. Department of Health and Human Services. https://www.cdc.gov/workplacehealthpromotion/model/index.html
- Commissioned Corps of the U.S. Public Health Service. (n.d.). *Wellness support resources*. U.S. Department of Health and Human Services. https://dcp.psc.gov/ccmis/Wellness_Support_Resources.aspx
- Office of Personnel Management. (n.d.). *Work-life programs*. U.S. Office of Personnel Management. https://www.opm.gov/policy-data-oversight/worklife/
- U.S. Department of Health and Human Services. (n.d.). Healthy People 2030: Social and community context. https://health.gov/healthypeople/objectives-and-data/browse-objectives/social-and-community-context

Wellness is important to focus on: https://dcp.psc.gov/ccmis/Wellness_Support_Resources.aspx

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