How does an individual's soul work affect the community?

Our behavior impacts those around us – especially if we are in a position of leadership. When we hold a management position, we are metaphorically in the spotlight to our employees. Others watch us more closely and use our actions as justification for their own behaviors. Here are some examples of how a leader's behavior elicits responses in others and effects the organization's environment. If a person chose to do their soul work, their modeling would have this effect on others and their organization.

Implications between behavior, its impact on others and the organization's culture

Individual leader's behavior	Impact on others	Impact on the organization's culture
Integrity and authenticity in one's actions. Committed to their journey - does not need to be perfect; living one's story	Gives permission to others to be authentic as well. Allows others to be fallible human beings.	A leader's modeling of this creates a climate of authenticity within the organization.
Being trusting and trustworthy	Invites others to trust them in return	Allows people to talk frankly with each other (which in turn helps authenticity and integrity to develop).
Being present	Gives a feeling of appreciation to others	Slows people down so they can live in the present (shifts from past and future as primary focus)
Humor and enjoyment - can see the humor in situations by changing their perspective	Allows individuals to see humor in their own behaviors and not take themselves so seriously. Laughter opens up people to the positive and facilitates personal change	Expresses joy and humor. It opens up people to work with each other in positive ways and diminishes judgement.
Not driven by self interest - "their hearts are in the right place"	Gives permission to individuals to contribute to the larger community without need for self-protection and defense.	Contributes to the development of a culture that has integrative power. Integrative power exists when people are predisposed to trust, care, collaborate with one another and hold altruistic beliefs.[1]

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[1] Bela H. Banathy *The Cognitive Mapping of Societal Systems: Implications for Education*, in the Evolution of Cognitive Maps: New Paradigms for the Twenty-First Century. Edited by E. Laszlo, and I. Masulli,

Nature of relationships is based within a covenant framework.	People feel valued and safe.	The organization models care of employees and enables a community within a workplace to form.
Pursuit of knowledge and ideas related to spirituality	Increases shared knowledge in others and staff	Inspires the organization to create deeper meaning for their work.