

Chapter 5: Cultivating Excellent Employees

1) Hire people who are capable, who live according to God's commands, and who are trustworthy, and who hate dishonest gain.

1. What qualifications do I require for every employee? Is integrity at the top of my list?
2. What qualifications should I consider as absolute necessary for every employee?

2) Provide adequate training for all positions and on-going training to keep up with the lightning fast market.

1. In what ways am I failing to provide adequate training to my employees?
2. Should I only hire people who are completely qualified for the job? Or should I consider taking a chance on choice individuals who may not yet have all the skills for the job?

3) Train your employees to persevere and be diligent and reward them for doing so.

1. What do I do to instill a strong work ethic in my employees?
2. Do I fire lazy workers quickly or do I try to help them improve?
3. What incentives can I provide to encourage my employees to excel?

4) Set the expectations in the workplace clearly, and model them yourself.

1. What does it mean to work “with all your heart?”
2. Do I always work “with all my heart”?

5) Create a legal and fair disciplinary process by remembering to love others as yourself, treat them the way you want to be treated, while establishing authority and consequences for ill behavior.

1. Does my disciplinary process follow these principles?
2. How can I improve my disciplinary policies and processes?

6) Allowing an employee to be disrespectful by talking back will create a negative atmosphere in the workplace and cause many more problems.

1. Do I have any employees with a reactionary spirit? How do I deal with them?
2. What can I do to foster a positive attitude and courteous spirit in my employees?

7) Correct your employees kindly, wisely and constructively.

1. If I had to be, how would I like to be corrected?
2. How do I correct my employees? Do I sometimes fail to be kind and constructive?

8) The foundation for a minimizing conflict is to create an open, approachable environment where all voices can be heard.

1. When was the last time someone approached me honestly with a problem in my workplace?
2. How do I respond or react to those who approach me with problems?

9) Set the example. Work the way you want your employees to work.

1. Do I set an excellent example for my employees and coworkers?
2. How can I set a better example, or improve the way I treat my employees?

10) Build a spirit of enthusiasm and teamwork by rallying your people around the goal.

1. What are the ways I encourage my team?
2. What are some ways I can build a better spirit in my company?

11) Do not micromanage, trust responsible people to do their jobs.

1. Do I sometimes follow the old saying, "If you want something done right, you have to do it yourself?"

2. Does my management style annoy or stifle my employees?

12) Be just and fair in all dealings with your employees.

1. Are there ways I am failing to be fair with any of my employees?

2. Do I manage my employees with an awareness that I will give an account to God for how I treat them?

13) Do not cheat your employees, God will deal firmly with you.

1. Do I always pay my employees adequately and promptly?

2. Do any of my employees feel I am unfair in handling their compensation?

14) Reward deserving employees with praise and recognition, and when possible, with compensation and promotion.

1. How do I reward my employees?

2. Have I recognized my employees' efforts in the past few days?

15) Resting at least 1 day a week is honoring to God's Sabbath command and essential for the well-being of the body.

1. Are there ways I can be more flexible with time off for worship?
2. If I am open on Sunday, do I really need to be?
3. What “both/and” solutions might work for my company in this area?