Increasing the Capacity for Workplace Spirituality:

Spiritual Journeying with Splendid Varied Gifts

Agenda Overview

- Spiritual Journeying at Work Council
- Spiritual Portal
- Role of Spiritual Resource Liaison
- Silent Lamp Program

Spiritual Journeying at Work

Spiritual Journeying at Work can be described as the programs and activities designed to promote spiritual well-being for employees at Central DuPage Health. Journey is the ongoing quest and process of discovering the deepest meaning and purpose in our lives and reflecting that meaning in our actions and behaviors with others at work.

Spiritual Journeying at Work Council

The Spiritual Journeying at Work Council is an interdisciplinary team of 12 employees (including 2 chaplains) who works with the Department of Spiritual Care Resources in planning, implementing and evaluating activities of spiritual enrichment and education for employees of Central DuPage Hospital and affiliated healthcare facilities.

Spiritual Journeying at Work Activities

- Spiritual Enrichment Activities
- Spiritual Education Activities
- Spiritual Portal
- Silent Lamp Program of Preparation for Spiritual Resource Liaisons

Spiritual Enrichment Activities

- Retreat
- Nurses’ Week Candlelight Vigil
- Spiritual Renewal Room
- Blessing of Hands
- Response to Special Circumstances
Is it to you that CDH includes spirituality as an important part of employee health?

- Somewhat + Very
- 65%

- Are opportunities for SPIRITUAL ENRICHMENT at work? 66%
- Are opportunities for SPIRITUAL EDUCATION at work? 72%
- Is access to spiritual resources on the Spirituality Portal? 60%
- Are the monthly spiritual articles in the employee newsletter? 69%
- Is having a hospital chaplain provide support and counsel to employees in times of spiritual distress? 86%
- Is it to you that CDH includes spirituality as an important part of employee health? 87%

Purpose
To inspire CDH employees and physicians through an ongoing process of electronic communication.
Intended Results

- Employees and physicians are able to access a comprehensive menu of spiritual resources, programs, and activities.

- Employees and physicians are connected within a web of spiritual support and coping that recognizes everyone as a spiritual person, and everyone as a spiritual resource for one another.
Spiritual Resource Liaisons

Spiritual Resource Liaisons are responsible for linking spiritual needs of peers on their units or service areas with spiritual resources.

Spiritual Resource Liaisons

Spiritual Resource Liaisons are committed to continuous development of their own state of spiritual well-being.

Spiritual Resource Liaisons

Spiritual Resource Liaisons assist with the continuous improvement of spiritual care, while maintaining their current hired position within Central DuPage Health.

Spiritual Resource Liaisons

Spiritual Resource Liaisons are prepared for their work by completing the Silent Lamp Program.
### Spiritual Resource Liaison Competencies
- Understand oneself as a spiritual person
- Accompany and listen to others on their spiritual journey
- Discern the spiritual significance of shared stories
- Link others to spiritual resources

### Spiritual Resource Liaisons
- Communication
- Recruitment
- Ongoing Commitment

### Silent Lamp Program

**An education and training program for staff in becoming spiritual resources at work.**

### Silent Lamp Program

**Purpose**
To understand oneself as a spiritual person and to develop skills in becoming a spiritual resource for others.

### Intended Results
- Accompanying and listening to others on their spiritual journey
- Discerning the spiritual significance of their stories
- Linking others to spiritual resources
- Becoming a Spiritual Resource Liaison

### Program Components
- Meal and Warm-up Question
- Lectio Divina
- Verbatims
- Didactic Presentation
- Music
- Individual Supervisory Session
Program Evaluation

- How Well the Program Prepared Participants for their Role and Developed Competencies
- Program Purpose, Intended Results and Components
- Significant Learnings
- Liked Best
- Program Improvements

Program Feedback

Effectiveness?

“It helped me listen to others and offer direction by holding out a lamp to light their way.”

Program Feedback

Tools?

“The connection between Lectio and verbatims ... the verbatim process is an excellent tool: it has made me more aware of the nature of a dialogue, more mindful of listening for the intent not just the words; more focused on the spirit of the encounter.”

Program Feedback

Key Learnings?

“Recognizing my comfort level and how that affects the conversation. Learning to ask questions in a way that doesn't predetermine what the individual wants to share with me.”

Program Feedback

Liked Best?

“The opportunity to reflect, learn, have the organization in effect grant us permission to be awake and aware in the workplace. And how that impacts me, others, this organization.”

Program Feedback

General Comments

“I am committed to creating a working environment of care and compassion which cannot be fully present if employees must check part of themselves, that spirit part that connects us all, at the workplace door.”
# Program Feedback

**General Comments**

“As a nurse I have tried to be aware of my patient’s needs. Over the past year I have been more attuned to my fellow employee’s needs. Every conversation is a chance to touch someone, to reach the good in their Spirit.”

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**Central DuPage Hospital**

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**The National Association of Catholic Chaplains**

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