

# R.E.A.L. JOY @ WORK

Workshop by Elaine Kung  
Founder, Called to Work

Sunday, September 22nd  
1-3pm, Logos Chapel

回應神對我工作的呼召：喜樂 @ 工作  
在工作挑戰中經歷耶穌：基督 @ 工作  
智商與情商的豐富增長：週日祝福 vs. 週一憂鬱  
擁有使命感的生活方式：標杆人生

**R**espond to God as we are Called To Work: J.O.Y. @ work  
**E**xperience Jesus' presence in work challenges: Christ @ work  
**A**bundant growth in AQ and EQ: Sunday blessings to Monday blues  
**L**ive a missional lifestyle through all life stages: Purpose driven

- 1996: Called To Work founded at Rutgers RCCC NJ
- 2019: RCCC 40<sup>th</sup> anniversary hosted Called To Work workshops
- 2019: Year of Faith/Work Global Movement, e.g. Lausanne Global Workplace Forum, Silicon Valley



若歌教會四十週年特別聚會



# 享受職場使命人生 R.E.A.L. JOY @ Work



孔番漢卿

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Elaine Kung

前 AT & T 主管 (退休) AT&T Director (retired)  
“職場使命”創始人兼總裁 Called To Work Founder & Co-Chair  
前 RCCC 主日學教師 Former RCCC Teacher & Counselor  
自由角長老教會長老 Liberty Corner Presbyterian Church Elder

Cornell B.S. Electrical/Materials Science Engineering; Princeton M.S. Electrical Engineering;  
Columbia. Cornell, U Penn Wharton Business School Executive Education

33 years of rewarding career: Held leadership roles in Bell Labs and AT&T business

Serving in Theology of Work – Chinese Board Chair, Dallas Theological Seminary – Hendricks  
Leadership Center Advisory, Lausanne Global Workplace Forum Network, and a few other Boards

Passionate in evangelism, discipleship, workplace and family ministries

Encourage workers, Equip leaders, Expand networks to advance God's kingdom in the workplace

WOC (Women of Color) STEM Career Achievement Industry Award, Successful Women in Business

At RCCC: Married to Dominic in 1986, served together for 25 years as Children Ministry Deacon,  
Youth Ministry Deacon, Deacon Board Chair; reside in San Diego after retirement

# R.E.A.L. JOY @ Work 享受職場使命人生

**Elaine Kung 孔雷漢卿**

AT&T Director (retired), Called To Work Founder & Co-Chair  
Former RCCC Teacher & Liberty Corner Presbyterian Church Elder

**Rutgers Community Christian Church, Somerset NJ**

**Logos Chapel – Sunday 9/22/2019 at 1pm-3pm**

**Respond to God as we are Called To Work: J.O.Y. @ work**

**Experience Jesus' presence in work challenges: Christ @ work**

**Abundant growth in AQ, EQ, LQ: Sunday blessings to Monday blues**

**Live a missional lifestyle through all life stages: Purpose driven**



**THANK GOD IT'S MONDAY!**

- Cornell B.S. Electrical/Materials Science Engineering; Princeton M.S. Electrical Engineering; Columbia, Cornell, U Penn Wharton Business School Executive Education
- 33 years of rewarding career: Held leadership roles in Bell Labs and AT&T business
- Serving in Theology of Work – Chinese Board Chair, Dallas Theological Seminary – Hendricks Leadership Center Advisory, Lausanne Global Workplace Forum Network, etc.
- Passionate in evangelism, discipleship, workplace and family ministries
- Encourage workers, Equip leaders, Expand networks to advance God's kingdom in the workplace
- Recognized by such awards as WOC (Women of Color) STEM Career Achievement Industry Award, Successful Women in Business
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# Video

<https://www.youtube.com/watch?v=XqAvhR1F92M&t=8s>

# R.E.A.L. JOY @ Work 享受職場使命人生

**R**espond to God as we are Called To Work: J.O.Y. @ work

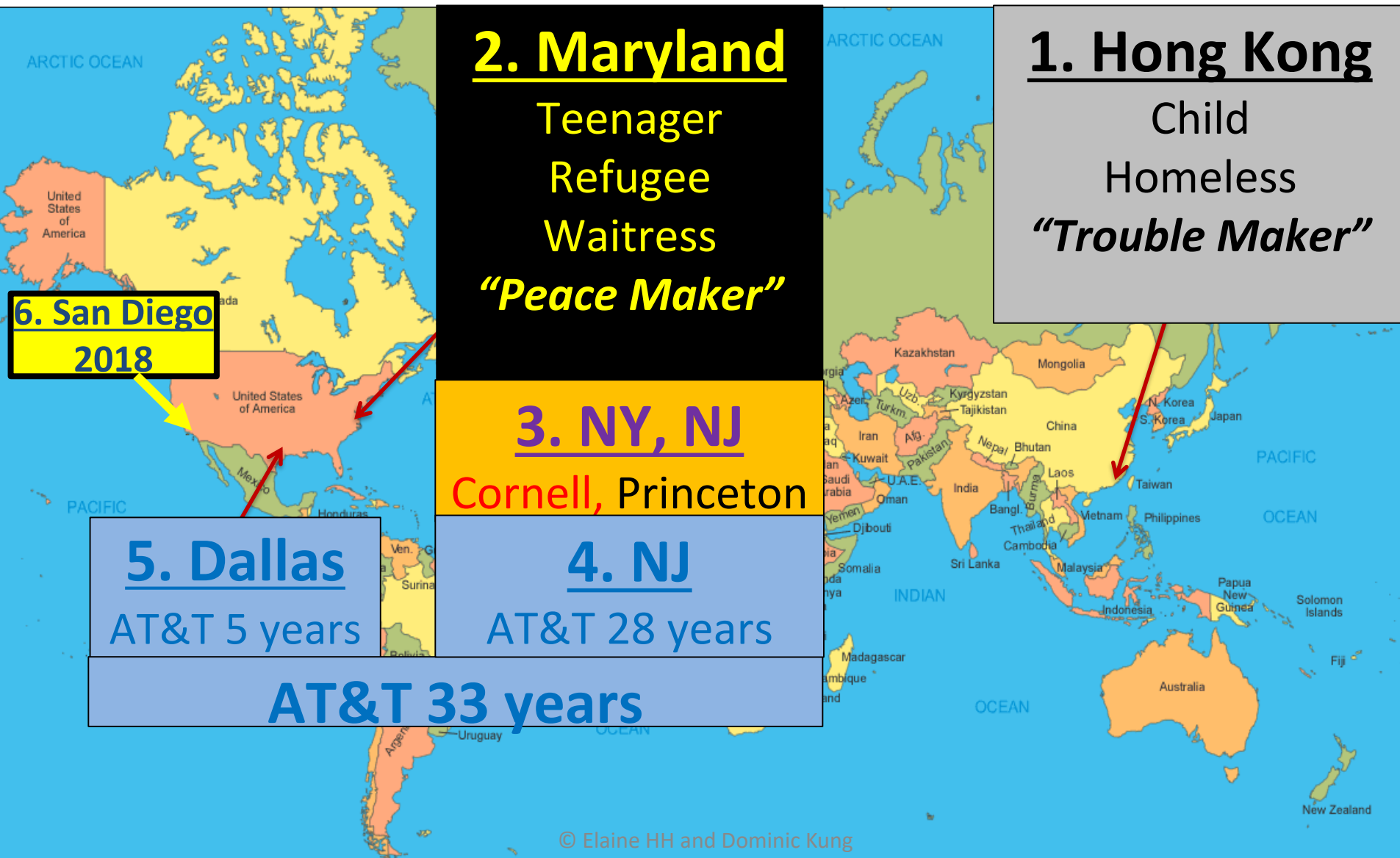
**E**xperience Jesus' presence in work challenges: Christ @ work

**A**bundant growth in AQ, EQ, LQ: Sunday blessings to Monday blues

**L**ive a missional lifestyle through all life stages: Purpose driven

- 工作佔據了我們每天大部分的時間與精力，如何將信仰融入職場
- 過一個有使命, 喜樂, 滿足, 綜合的生命
- 讓信仰生活化, 生命化, 享受工作之樂
- 如何讓耶穌介入工作
- 在職場中接受神的祝福, 成為他人的祝福
- 建立情商, 人際關係

# Living the American Dream ← Living on the Edge



# Gratitude

## WoC STEM

### Career Achievement



# World Evangelism – 2 Strategies

1. To recruit the people of God to use some of their leisure time to join the missionary initiatives of church-paid workers
2. To equip the people of God for fruitful mission in all of *their* life.

Mark Greene (LICC) – Lausanne Movement 2010

**98%** of Christians have neither  
been envisioned nor equipped for  
mission in

**95%** of their waking lives

Mark Greene (LICC) – Lausanne Movement 2010

# 3 Sad Statements

- Doing work we do not really like.
- Making money we don't really need.
- Pleasing people we don't really care.

We should care the most about our BEING,  
Much more than our Having, or our Doing.

**Lost  
dominion**

**Sweat**

**So what really happened  
in that  
garden?**

**“Cursed is the ground”  
Gen 3:17**

**Joy to  
Toil**

**Thorns**

**Os Hillman**

# Luke 19:10

“for the Son of Man has come to seek and to save **that** which was lost.”

- relationship to God
- work

Os Hillman

# **"Transform Your Past Into a New Beginning."**



**Os Hillman**

# Lausanne Manila Manifesto

- Context for “lay witness” is the workplace, for it is here most **Christians spend most their waking hours, and work is a divine calling.**
- Christians can commend Christ by word of mouth, by their consistent industry, **honesty and thoughtfulness**, by their **concern for justice** in the workplace and especially if **others can see from the quality of their daily work that it is done to the glory of God.**

The LORD God took the man and put him in the Garden of Eden to work it and take care of it. Genesis 2:15

## God is my CEO

My 2 goals at work: Glorify God, Bless others  
360° Leadership

事業 “voca”tion 工作 job: MINISTRY! 事工  
“vocal: call”, not “occupy/occupation”

# Prayer: God works

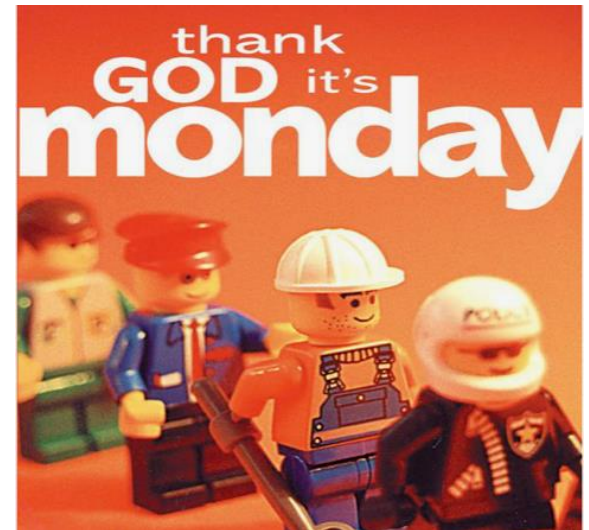
- Lord, thank you for giving us hope, especially about our leadership role and about our jobs.
- Thank you for inviting us to become a new generation of leaders / workers like ...
- Authors: Moses, Luke
- Builders: Noah, Nehemiah
- Community Developers: Joshua, Ezra
- Home Makers: Martha, Mary
- Judges: Deborah, Gideon
- Managers: Adam, Eve
- Musicians: David, Mary
- Pastors: Paul, Timothy
- Retailers: Lydia, Demetrius
- **Teach us how to take our jobs more seriously and ask WWJD as we are Called To Work, build your kingdom on earth as it is in heaven**
- In Jesus name, amen!

# Called To Work

- For **whom** and **why** do we work? **How** do we work? What are the Why, What and How of the work theology?
- How do we **respond to God** as we are **Called To Work**?
- How to bridge the **secular** and **sacred** divide, to **glorify** God and **worship** God across all the vocations – **Work as Worship**?
- How to **take Jesus to work** and **thank God it's Monday**?
- Is **work more than a paycheck**?
- How to **receive blessings from God** and **be a blessing to others at work**?
- How to be **salt and light, living out God's Word, exercise our spiritual discipline** in the workplace/pressure cooker?

# C.A.L.L.E.D. To Work!

- Created to work with strengths and satisfaction
- Available to help others succeed with contributions
- Lead with passion and **people/networking** skills
- Learn to grow in WHAT (aptitude, hard skills)  
and HOW (attitude, soft skills)
- Encourage with financial benefits
- Delight in seeking God through  
career growth



# 6M

**Model** godly character

**Make** good work

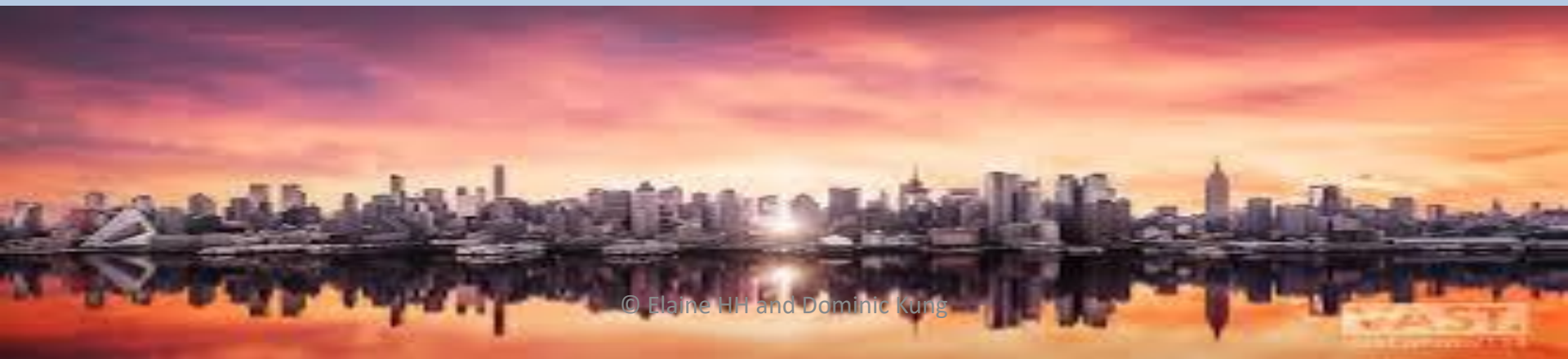
**Minister** grace and love

**Mold** culture

**Be a Mouthpiece** for truth and justice

**Be a Messenger** of the gospel

Source: LICC



# Sample Retirement Cards from Coworkers

You truly take Jesus to work with you and allow His **light** to **shine** through you.



# Sample Retirement Cards from Coworkers

You have been such an incredible inspiration to me. You've shown **what it looks like to bring the joy of the Lord with you everywhere you go, including work.**

I've always found it **difficult to find meaning in my work** that I feel **ties to my faith**, but you have been a **demonstration of what that looks like.**

# Sample Retirement Cards from Coworkers

Your **work ethics (CQ)**, **dedication (AQ)** to the business, and **knowledge (IQ)** are all without question. But to be able to **marry that so beautifully with your giving heart (EQ)**, **your committed faith (SQ)**, and **love of others is a legacy that will impact us all for years to come.**

# **AT&T VP's Surprise @ Elaine's Retirement Party**

**E**nthusiasm for my work

**L**ove of people

**A**lways working to find new ways

**I**ntelligence drives my decision making

**N**o is not in my vocabulary

**E**ndless commitment to mentoring

**AT&T Headquarter in Dallas, TX  
Nov. 27, 2017**

# Sunday Night Blue Conclusion

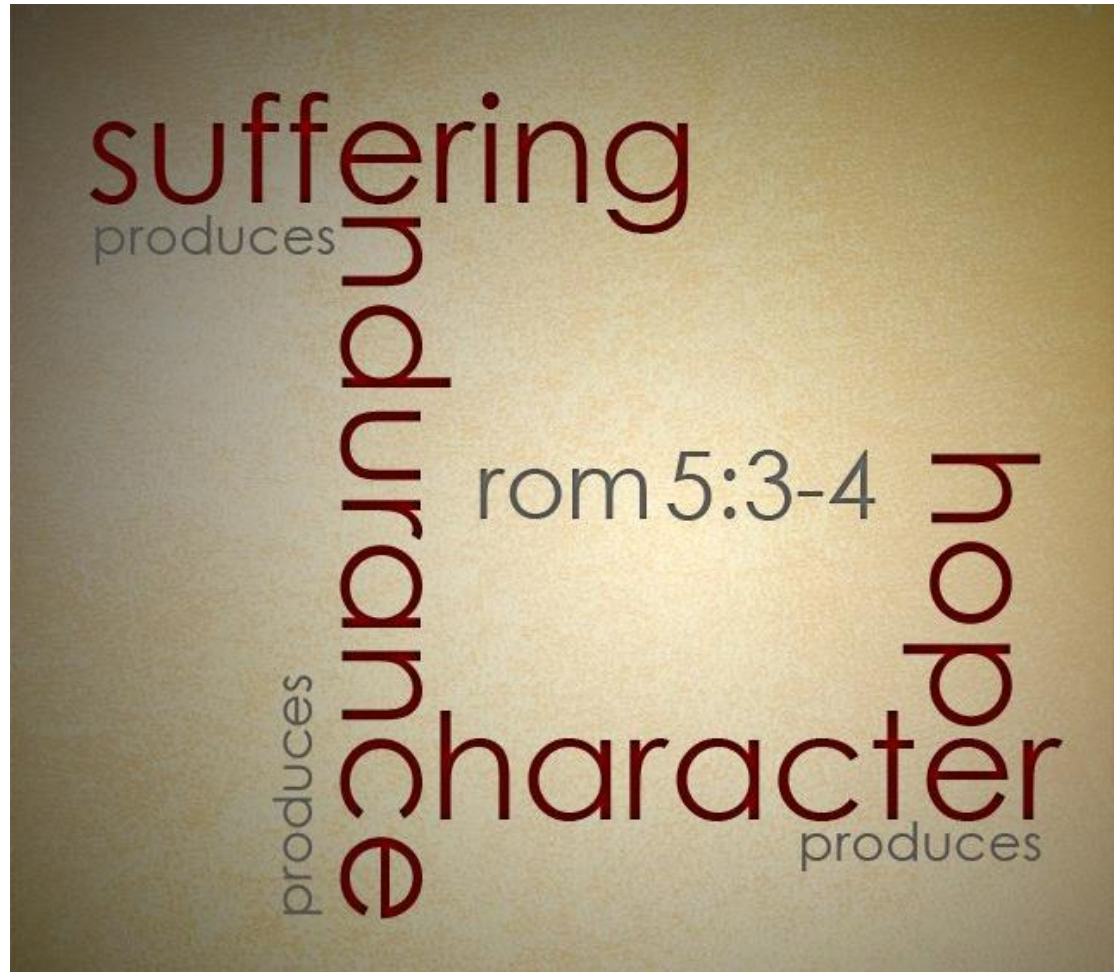
Last day at AT&T on Thursday, December 7, 2017  
– Miraculous Closure and Conclusion.

It's been an **absolute pleasure working with you** at AT&T. We have been through some **crazy times** between org A and org B – through it all you **impress me and those around you with your grace, kindness and positive attitude.**

# Expect Challenges: AQ, ABC

**A**dversity  
**Q**uotient

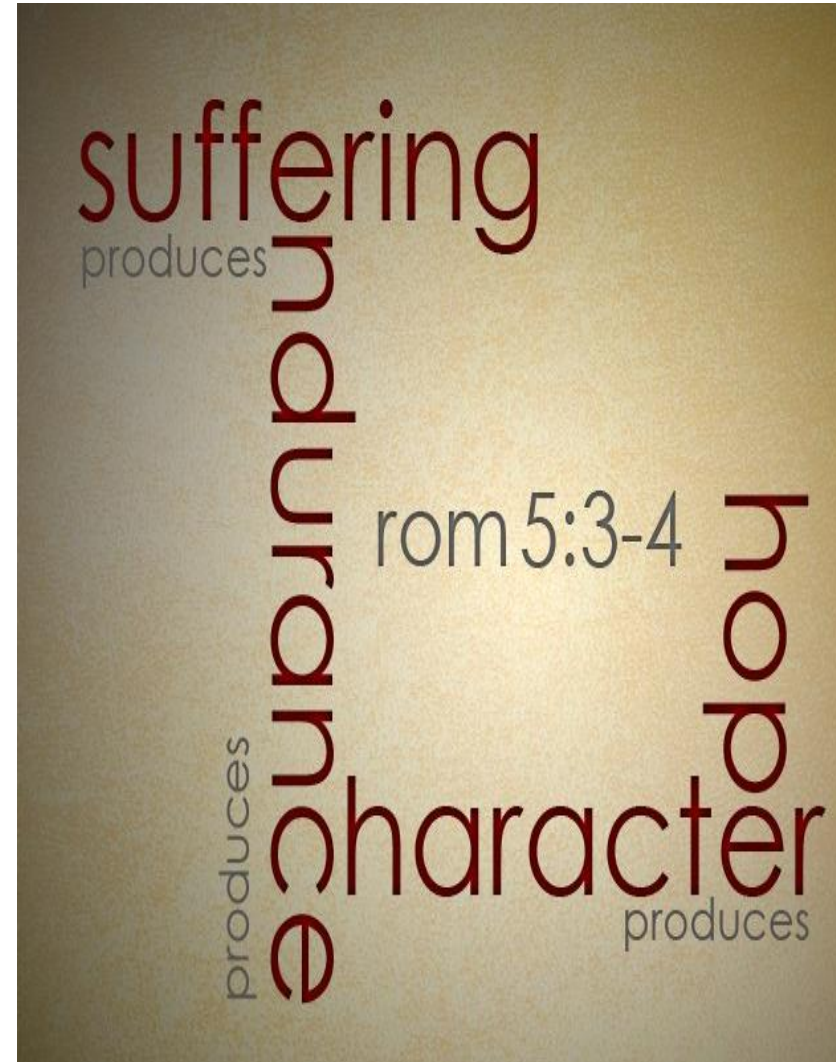
**A**dversity  
**B**uilds  
**C**haracter



# Romans 羅馬書 5:3-5

<sup>3</sup>不但如此，就是在患難中也是歡歡喜喜的；因為知道患難生忍耐，<sup>4</sup>忍耐生老練，老練生盼望；<sup>5</sup>盼望不至於羞恥，因為所賜給我們的聖靈將神的爱浇灌在我们心里。

<sup>3</sup> Not only so, but we also **glory in our sufferings**, because we know that **suffering produces endurance**; <sup>4</sup> **endurance, character**; and character, **hope**. <sup>5</sup> And hope does not put us to shame, because God's love has been poured out into our hearts through the Holy Spirit, who has been given to us.



# Joseph: Called To Work

## Privilege

Coat of many colors



## Pit

Sold as slave



Genesis Ch.37-Ch.50

God guided/provided:

- Egypt Prime Minister
- Israelites in Egypt

## Palace

Leader



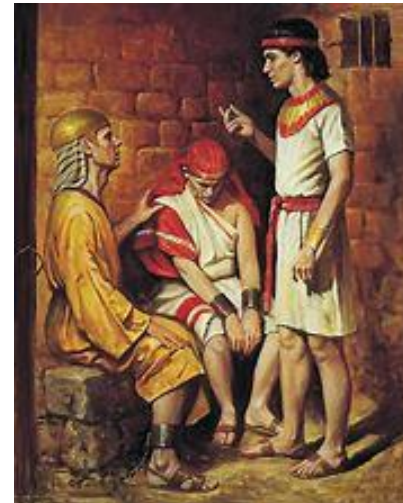
## Potiphar

Unfair accusation



## Prison

Servanthood



## F.A.T.

Faithful

Available

Teachable



It's not our job to fix  
people, change people  
or judge people. It's our  
job to love people. The  
rest is in God's hands.

*Jennifer Wagner*

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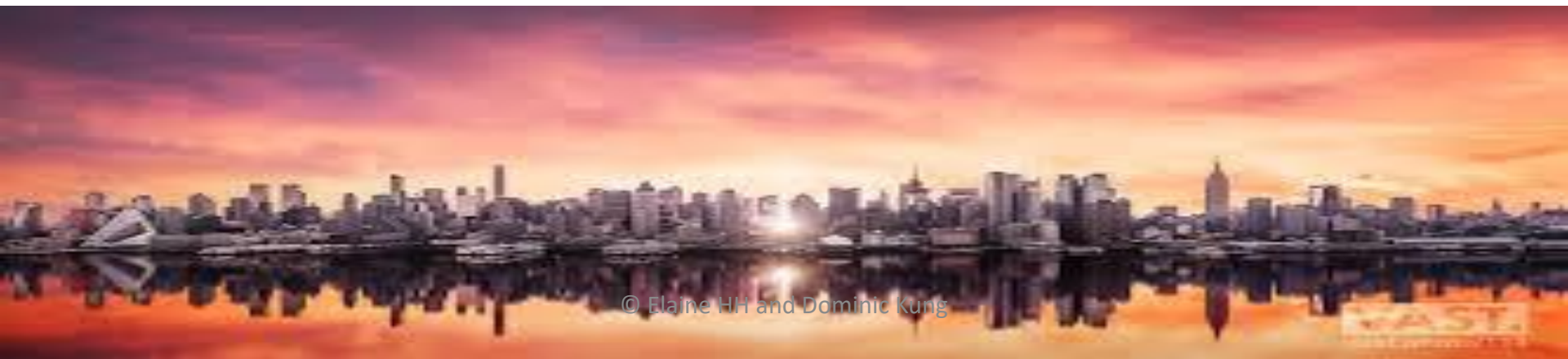
**Minister** grace and love

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# D.R.I.V.E.

To be more kingdom-minded, how God calls us,  
equips us to **D.R.I.V.E.** and impact those around us,  
at work, home, church, community,  
***living a more integrated and satisfying life – Whole Self.***

**Discover 5P for your career/life journey**

**work is more than a paycheck, thank God it's Monday!**

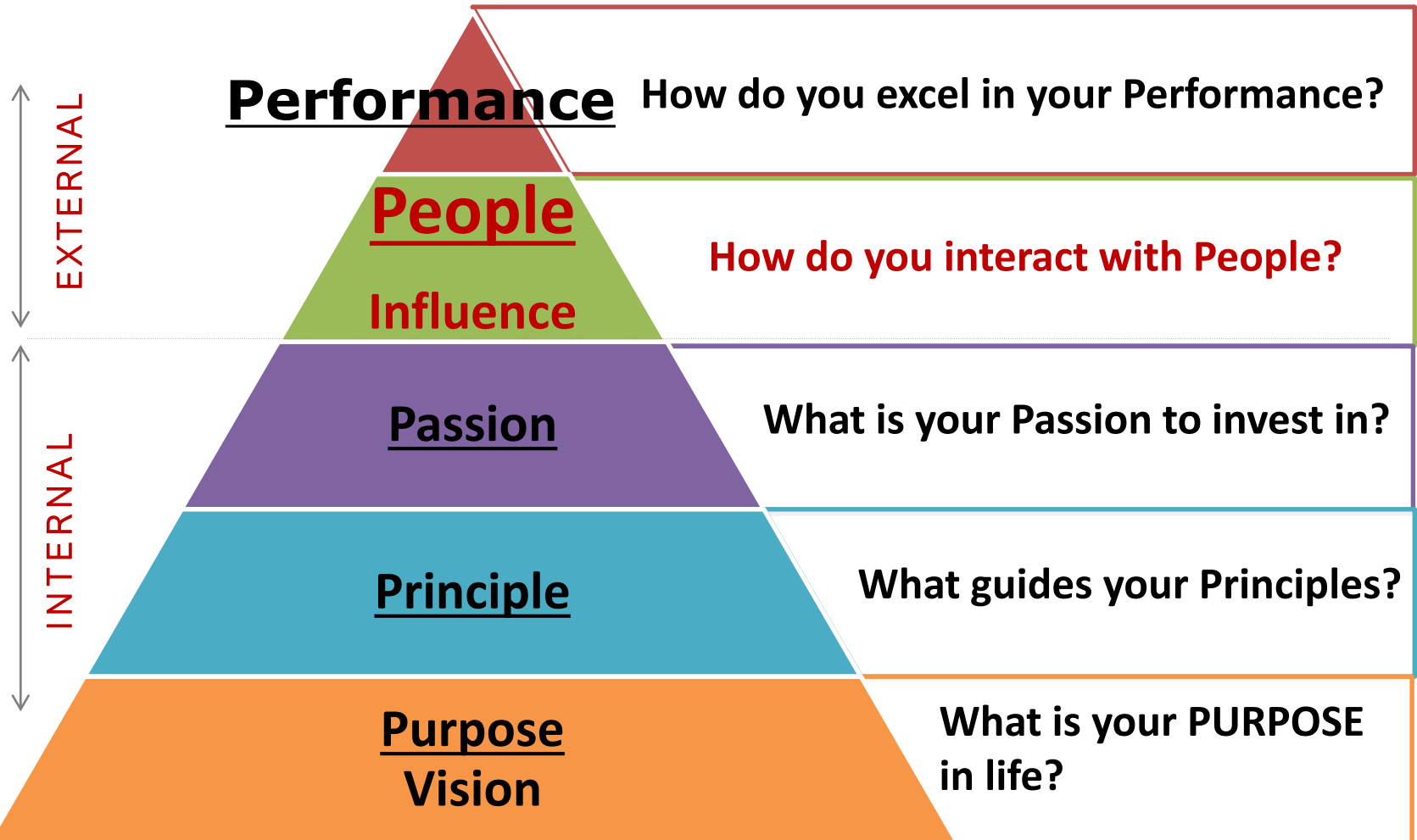
**Revue the strengths, personal brand and personalities to  
build better team and leadership influence**

**Integrate your 5P across personal, family, work,  
community life - how to balance vs. converge**

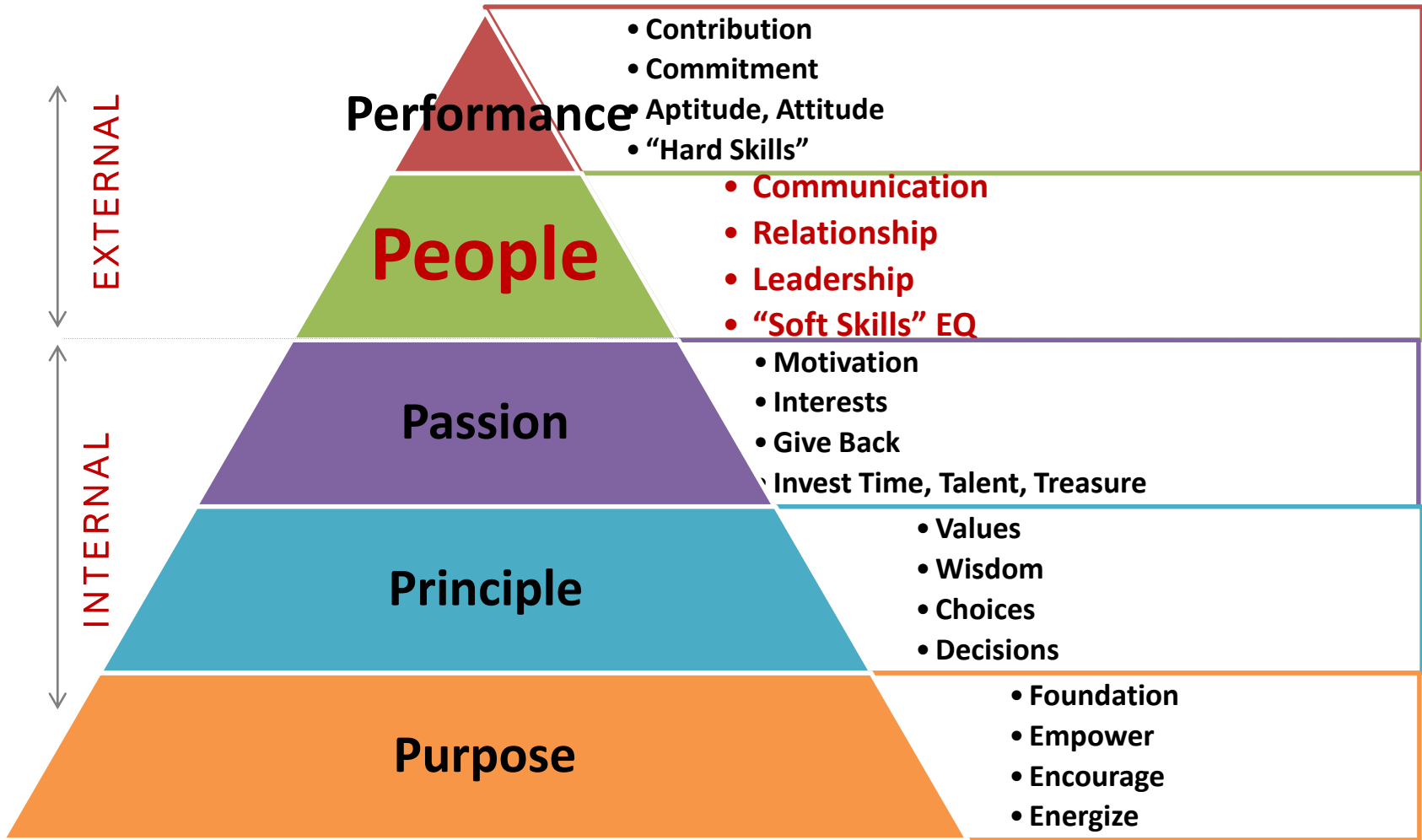
**View others better than yourself, others-centered  
leadership style - Servant Leader of Integrity**

**Excellence in offering yourself as living sacrifice and  
Experience true S.U.C.C.E.S.S.**

# Discover & Influence with 5P



# Discover & Influence with 5P



# 7 Faith Pillars of Excellence @ Life



5W 1H

Performance

- Contribution
- Commitment
- Aptitude, Attitude
- "Hard Skills"

Excellence

WHO

People

- Communication
- Relationship
- Leadership
- "Soft Skills"

Relationship  
Influence

WHAT

Passion

- Motivation
- Interests
- Give Back
- Invest Time, Talent, Treasure

Serve

WHERE

HOW

WHEN

Principle

- Values
- Wisdom
- Choices
- Decisions

Integrity

WHY

Purpose

- Foundation
- Empower
- Encourage
- Energize

Calling

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# Review strengths & identity in Christ

## StrengthsFinder, SHAPE, Self vs. 360°

### Strengths

- Strategic and proactive thought leadership
- Execution with excellence
- Passionate dedication with integrity
- Natural networking & coaching

### Weaknesses

- Demanding
- Perfectionist
- Multi-tasking on multiple priorities
- Needs more selective prioritization

**Overdoing  
vs.  
Balance**

### Opportunities

- Leadership style  
Communication/listening skills
- Inspiring team building vs. micro-managing
- Technical & sales experience

### Threats

- Too quick to bring complex situation to resolution
- More self-awareness of audience
- Intense and driven
- Need more 360° leadership

# S.O.A.R. Story Telling Strengths, Weaknesses

- S: Situation
- O: Obstacle
- A: Action
- R: Results



What  
How

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# Balance vs. Converge

23yrs: “Called To Work 職場使命” Founder, Co-chair

## Church Ministry

Elder, Stephen Minister  
Children/Youth Teacher

## Interviewer

Cornell, Princeton

## Non-Profit: Board, Speaker

Dallas DTS Seminary  
AFC 基督使者協會  
Theology Of Work, Lausanne  
CEO Global USA, NCH, TCP  
CIE 中工会 STEM

呼召 事業



群體

33 years

Engineer

Product Director

## Family

33 married

2 adult children

25 yrs. w/ mom

# Speaking on Integrated Life Experience

Building up a new generation of Servant Leaders



良好的溝通  
能建立孩子與家庭的關係  
1/18(五) 晚上7:30-9:00

整全的信仰與工作：  
回應神對工作的呼召  
1/19(六) 上午9:30-11:00

東區基督教會 Eastside Christian Community Church  
3615 - 164th Pl SE, Bellevue, WA 98008  
免費國語講座。備有茶點款待。週五講座設有兒童節目(四歲或以上)  
東區基督教會與西雅圖福音中心合辦。查詢 425-747-0889



Elaine Kung  
孔雷漢卿姊妹

孔雷漢卿姊妹於康奈爾大學和普林斯頓大學取得學士和碩士後，歷任貝爾實驗室和 AT&T 多個技術和業務領導職位，職場指導各種年齡人群需要的生活技能。2017 年底退休，這是一段 33 年成功的職業生涯。

雷姊妹和丈夫孔文瑜弟兄多年來不但熱衷於傳福音、門徒訓練，而且一直服侍於多家非盈利實體，任演講者、顧問、教練、教師、執事、董事會成員、主席及教會長老。同時還服侍於美國和亞洲的大學和其他事工組織，幫助小孩、青年、婦女、家庭、職場人員以及難民。

1996 年雷姊妹和丈夫共同創辦的 Called To Work 事工，成立於美國東北部，迅速發展到全國各地。鼓勵人們在職場做好本職工作，為主做美好的見證。她提出的“感謝神，今天是星期一”的口號擴展到全美國，鼓勵弟兄姊妹在職場中接受神的祝福也使他人得福。雷漢卿姊妹曾榮獲多項榮譽，被授予少數族裔女性職業成就獎，傑出商業女性，最具活力管理者等等。

1986 年雷姊妹和孔弟兄結婚，2013 年隨 AT&T 從紐澤西遷至達拉斯，2018 年 1 月遷往聖地亞哥。他們育有兩名成年子女，目前都在工作。

# 家庭與工作講座

# reFired 退而不休

voice.dts.edu

Ministry in the Workplace



June 12th, 2018 in Faith & Work



*this episode, Dr. Darrell Bock and Elaine Kung discuss Faith and work, focusing on her service AT&T and Called to Work.*

## Dallas Theological Seminary Podcast

# Evangelism, Discipleship Whole Life Discipleship

LGCC Parenting Conference  
**JOY @ Home**  
Saturday, April 28, 2018  
Speakers: Elaine & Dominic Kung

**Morning Session: 9:30am-12:30pm**  
**Winning the Heart of Your Teenager: B.E.S.T. Friendship**

- Build Up Godly Servants: Spiritual Maturity
- Establish Healthy Habits: Independent Lifestyle
- Seek to Understand: Effective Communication
- Trust and Obey: Respectful Relationship

**Lunch: 12:30pm-1:30pm**

**Afternoon session: 1:30-4:30pm**  
**Running the Parenting Marathon: H.E.A.R.T. Work**

- How to Wear the Many Hats: Life Management
- Enter into Your Child's Life: Life Long Friendship
- ABC/OBC Cultures: Cross Generation Blessings
- Resilient P.A.R.E.N.T.S.: Principles to Live By
- Teach by Example: B.E.S.T. and H.E.A.R.T. Character

**Cost:** Attending both sessions + Lunch: \$35  
Attending session 1 or 2 + Lunch: \$30  
Attending session 1 or 2 + No Lunch: \$20  
Extra Lunch: \$10

**Register by April 15 at [lordsgrace.org/parenting2018](http://lordsgrace.org/parenting2018)**  
Childcare available for ages 3-11

Elaine and Dominic have been happily married for 30 years. They have raised two children to adulthood after earning advanced degrees at Princeton and Cornell University and holding successful careers in engineering, R&D, and business. Both are passionate about parenting, marriage, and workplace ministry.



© Elaine HH and Dominic Kung

名人講師  
強勢來襲

中原暑期  
英文領袖營

7/3

7/13

2學分認證  
10枚英語貼紙  
10天全英文

Elaine Kung  
Keynote Speaker

全方位絕對領導力親自傳授



AT&T綜合業務市場營銷總監

美國最大網路及行動電話服務供應商

康乃爾大學 學士

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不用出國！  
美國TA空降來台！

English  
Leadership  
Camp

報名/請至國際處網站  
活動費用/2500元

截止/6月1日

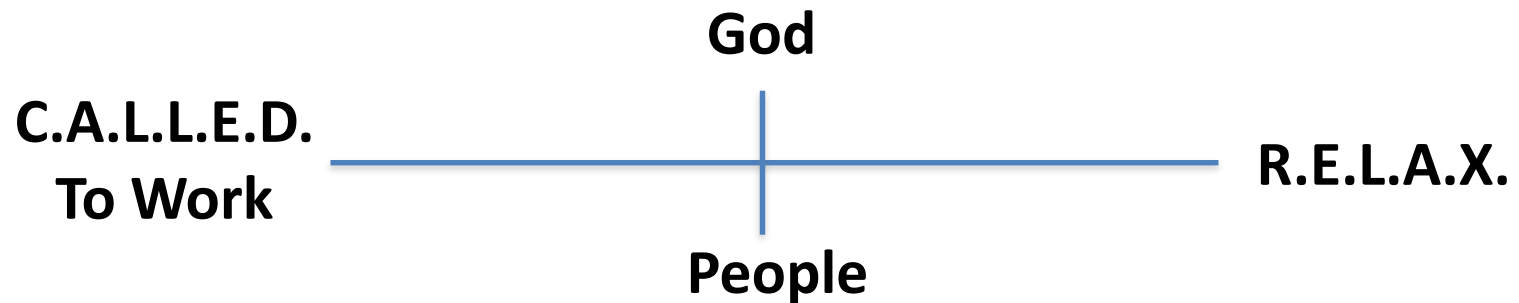
聯絡方式/03-2651725 莊麗淇小姐

教育部高教深耕計畫補助



# Invest in your Whole Self: Living Sacrifice

- ✓ Healthy Habits
- ✓ Time/Self/Life Management
- ✓ S.E.L.F. C.A.R.E.
- ✓ Give Back



Therefore, I urge you, brothers and sisters, in view of God's mercy, to **offer your bodies as a living sacrifice, holy and pleasing to God**—this is your true and proper worship.

**Romans 12:1**

# Living a Life of Excellence:

## S.E.L.F. C.A.R.E.

- Spiritual maturity (read Bible every day, reflect, meditate, apply, pray continually)
- Establish **healthy habits** (daily/regular gym/swim/bike, super foods, salad, water)
- Live today as if it's the last day, live **abundant life** to the fullest
- Fun (family sharing, outing, travel, games, treat yourself well, R.E.L.A.X.)
- Call on others to help, accountability/prayer **Partners**, walk the journey of faith together, share joy and burdens
- Attitude matters, Appreciative, AQ (grit/resilience)
- Renew my mind/education/intellect
- Everyday is a gift, enjoy it with gratitude

### S.E.L.F. C.A.R.E.

**S**piritual maturity (read Bible every day, reflect, meditate, apply, pray continually)

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**L**ive today as if it's the last day, live abundant life to the fullest

**F**un (family sharing, outing, travel, games, treat yourself well)

**C**all on others to help, accountability/prayer partners, walk the journey of faith together, share joy and burdens

**A**ttitude matters, appreciate others, positive attitude, resilience

**R**enew my mind/education/training with intellectual challenges, reading

**E**veryday is a gift, enjoy it with gratitude



# Enjoy God's 5P Blessings

**Pleasant  
surprises**

- Daily surprises with God's 5Ps in little things and big things

**Provisions**

- God provides the right people at right time/place
- God's plan is better than ours, beyond our ability

**Power**

- God helps us to do what seems impossible
- Love the unlovable, Forgive the unforgivable

**Promises**

- God's Word comes alive
- Personalize Scriptures in daily life
- Experience God's will in up/down

**Presence**

- Sensitive to the Holy Spirit
- Spiritual antenna
- 24x7 like breathing

## S.E.L.F. C.A.R.E.

**S**piritual maturity (read Bible every day, reflect, meditate, apply, pray continually)

**E**stablish healthy habits (daily/regular gym/exercise, oatmeal, salad, water, tea)

**L**ive today as if it's the last day, live abundant life to the fullest

**F**un (family sharing, outing, travel, games, treat yourself well)

**C**all on others to help, accountability/prayer partners, walk the journey of faith together, share joy and burdens

**A**ttitude matters, appreciate others, positive attitude, resilience

**R**enew my mind/education/training with intellectual challenges, reading

**E**veryday is a gift, enjoy it with gratitude



## 5P BLESSINGS

*Experience Abundant Blessings from God*

### **Pleasant Surprises**

Daily surprises with God's 5Ps in little things and big things

### **Provisions**

God provides the right people at the right time and place

God's plan is better than ours, beyond our planning

### **Power**

God helps us with the impossible

Love the unlovable, forgive the unforgivable

### **Promises**

God's Word comes alive

Personalize Scripture in daily life

Experience God's will in ups and downs

### **Presence**

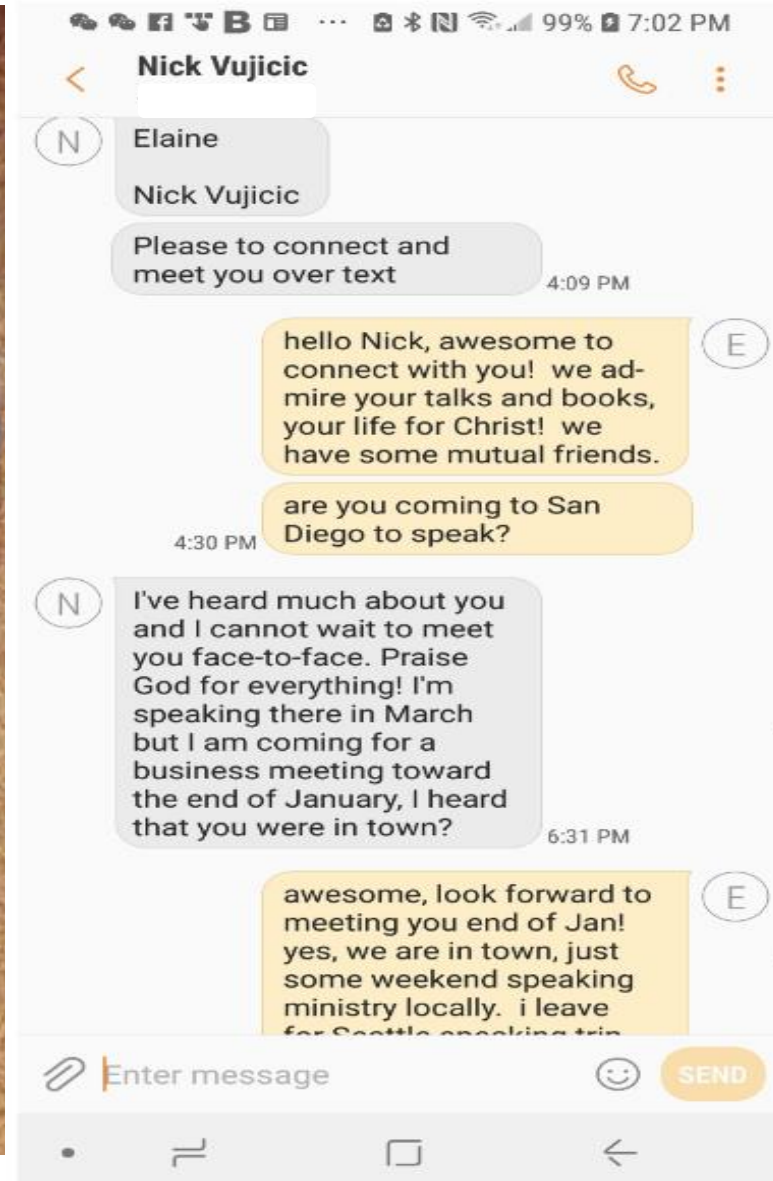
Sensitive to Holy Spirit

Spiritual antenna

24x7 like breathing



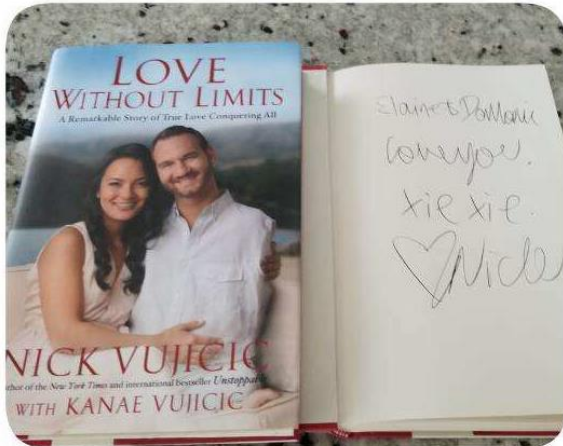
# Nick Vujicic Pleasant Surprise 😊



# Nick Vujicic: Pleasant Surprise 😊



- 2 hours meeting on Jan 29 Tues 7:30am
- Inspiring and fruitful discussion
- Expect great things from God
- Wide range of ministry partnership ideas
- 36 years old, 36 times to 15 cities in China



# D.R.I.V.E.

To be more kingdom-minded, how God calls us,  
equips us to **D.R.I.V.E.** and impact those around us,  
at work, home, church, community,  
***living a more integrated and satisfying life – Whole self.***

**D**iscover 5P for your career/life journey

work is more than a paycheck, thank God it's Monday!

**R**eview the strengths, personal brand and personalities to  
build better team and leadership influence

**I**ntegrate your 5P across personal, family, work,  
community life - how to balance vs. converge

**V**iew others better than yourself, others-centered  
leadership style - Servant Leader of Integrity

**E**xcellence in offering yourself as living sacrifice and  
Experience true S.U.C.C.E.S.S.

# H.E.A.R.T.S.

- 無論做甚麼，都要從心裡做，  
像是給主做的，不是給人做的  
- 歌羅西書 3:23
- Whatever you do, work at it with all your  
**H.E.A.R.T.S.**, as working for the Lord, not  
for human masters.  
- Colossians 3:23

# God is my CEO – Work is a Blessing

“Whatever you do, work at it with all your **H.E.A.R.T.S.**, as working for the Lord, not for human masters.”  
Colossians 3:23

- **H**umility vs. “secret agent”
- **E**motional Quotient EQ
- **A**dversity Quotient AQ
- **R**eflect & leverage your talents, strengths, IQ, CQ
- **T**eachable & do your best to glorify God @ work
- **S**hare & pray for the work and people

# EQ: Emotional Quotient (12 words)

**Don't let others' words and actions**

**Degrade your value**

**Control your response**

# Avoid G.R.O.A.N.S. Low EQ Symptoms

Gossip, greedy

Revenge

Obsess in self pity, worry

Against Biblical values e.g. mean spirit, form cliques, take sides

Negative reaction, get personal/angry

Selfish agenda, stress

# Work on S.H.I.N.E. Develop High EQ

Let your light S.H.I.N.E. before men,  
that they may see your good deeds and  
praise your Father in heaven.  
Matthew 5:16

Servanthood: others centric, win-win, no return, accept

Humility: apology, open, humor, listen, collaborate, mistakes

Integrity: be yourself, truth, speak up, good/bad times

Nurture respect: empathy, relationship, ally, network

Empathy: EQ, by choice, respond, take high road, self control

# Before vs. After Applying SHINE/GROANS Principles

## Before

**My connection with God is lost due to the interference by negative emotions.**

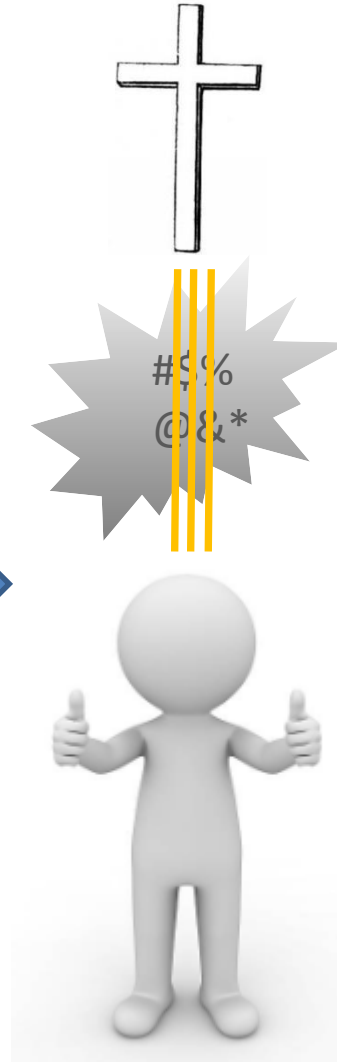
負面情緒導致與主的連線中斷。



## After

**My connection with God is enhanced by applying the Biblical principles through internalization of the acrostics teaching.**

簡潔有力的藏頭詩，幫助我內化聖經原，增強與主的連線。



# Mentee's Communication & EQ Skills

## Development Plan – S.O.A.R. Progress in July

Situation/Obstacles		Actions		Results	
Who	What	Positive (SHINE)	Negative (GROANS)	Conclusion	Path forward
My Family	Hubby was upset that son didn't cooperate with us.	Nurture, Empathy	Able to avoid self-pity ☺	We are able to recover from the negative emotions.	Continue to do the same.
My Coworker	She complained about a cross functional meeting lead.	Empathy	Able to avoid negative reaction ☺	She took my suggestions and addressed the issues.	Continue to do the same.
My Manager	He didn't tell me the fact about a cross functional meeting (not the same one in the line above).		Unable to avoid negative reaction after I found out the fact after colleagues from other department told me about it ☹	I have not been able to recover from this issue.	I need help figuring out if I should escape from this team/manager.
My Manager	He asked me to show another team member what to do, but at the same time asked her not to show me the other technical aspects.	Integrity – showed her what to do but documented in meeting minutes.		I have not been able to recover from this issue.	I need help figuring out if I should escape from this team/manager.
My Manager	He gave me key contributor award because we were not able to get the mid-year promotion for me.		Unable to avoid negative reaction.	I am surprised that I am depressed (although thankful) to get the key contributor award.	I need help figuring out if I should escape from this team/manager.
My Direct Report	I gave him "off-track" for the mid-year review.	Servanthood, Nurture, Empathy		He took it well and agreed to work on the development plan.	Continue to do the same.

# Mentee's Communication & EQ Skills

## Development Plan – S.O.A.R. Progress in July

Situation / Obstacles		Actions		Results	
Who	What	Before	After	Before	After
<b>My Family</b>	Hubby was upset that son didn't cooperate with us	Victim syndrome	<ul style="list-style-type: none"> <li>• Nurture</li> <li>• Empathy</li> <li>• Avoid self-pity</li> </ul>	Tense relationship at home	We are able to recover from the negative emotions
<b>My Coworker</b>	She complained about a cross functional meeting lead	Complained together	<ul style="list-style-type: none"> <li>• Empathy</li> <li>• Avoid negative reaction</li> </ul>	Synergized negativity	She took my suggestions and addressed the issues
<b>My Direct Report</b>	I gave him feedback for improvement	No morale support	<ul style="list-style-type: none"> <li>• Servanthood</li> <li>• Nurture</li> <li>• Empathy</li> </ul>	Demotivate the individual	He took it well and agreed to work on the development plan

# How to Handle “Politics”

**Matthew 10:16**

I am sending you out like sheep among wolves. Therefore be

**as shrewd as snakes and**

**as innocent as doves.**

# Romans 12:9-21 Love in Action: EQ

<sup>9</sup> **Love must be sincere.** Hate what is evil; cling to what is good. <sup>10</sup> Be devoted to one another in love. **Honor one another above yourselves.**

<sup>11</sup> **Never be lacking in zeal, but keep your spiritual fervor, serving the Lord.** <sup>12</sup> **Be joyful in hope, patient in affliction, faithful in prayer.** <sup>13</sup> Share with the Lord's people who are in need. **Practice hospitality.**

<sup>14</sup> **Bless those who persecute you;** bless and do not curse. <sup>15</sup> **Rejoice** with those who rejoice; **mourn** with those who mourn. <sup>16</sup> Live in **harmony** with one another. **Do not be proud,** but be willing to associate with people of low position. **Do not be conceited.**

<sup>17</sup> **Do not repay anyone evil for evil.** Be careful to **do what is right** in the eyes of everyone.

<sup>18</sup> If it is possible, as far as it depends on you, **live at p.e.a.c.e. with everyone.**

<sup>19</sup> **Do not take revenge,** my dear friends, but leave room for God's wrath, for it is written: "It is mine to avenge; I will repay," says the Lord. <sup>20</sup> On the contrary:

"If **your enemy is hungry, feed him;** if he is **thirsty, give him something to drink.** In doing this, you will heap burning coals on his head."

<sup>21</sup> Do not be overcome by evil, but **overcome evil with good.**

# Elaine's EQ Rules To Live By

- **Golden Rule** 黃金法則  
Treat others as YOU want to be treated
- **Platinum Rule** 白金法則  
Treat others as THEY want to be treated
- **Executive Platinum Rule** 超白金法則  
Treat others as WE want to be treated
- **Diamond Rule** 鑽石法則  
Treat others as JESUS treats you

# Leadership (12 words)

Ability to **Influence**

Others to be their best

For the greater good

# Core Leadership Skills in Every Career

## Self-Awareness



Understand your strengths and weaknesses, identify gaps in your skills.

## Communication



Write clearly, speak with clarity, and always use active listening behaviors.

## Influence



Communicate your vision, align the efforts of others, and build commitment at all levels.

## Learning Agility



Be in a learning mode, value and seek out the lessons of experience when needed.



Center for Creative Leadership

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# Core Leadership: L.I.S.T.E.N. Quotient

Learning agility **IQ**: fast learner, problem solver

Influence **EQ**: share vision, align, motivate

Self-aware **HQ**: strength (S.O.A.R.), weakness, S.W.O.T.

Tough resilience **AQ**: grit, fail forward, conflict resolution

Effective communication: understanding, active listening, 7C

Noble character **CQ**: integrity, values, time/life management

**SQ: Spiritual Quotient**

**XQ: Transformational Quotient**



# CEO Global Leadership Program

LQ:

IQ

EQ

HQ

AQ

CQ

SQ

XQ

1. The Way To Success
2. A Life of Excellence
3. Servant Leadership
4. Effective Communication
5. Dealing with Adversity
6. Managing Conflict
7. Emotional Intelligence
8. Cultural Intelligence and Global Mindset
9. Career Development, Networking, Mentoring
10. Life/Time Management

# D.R.I.V.E.

To be more kingdom-minded, how God calls us,  
equips us to **D.R.I.V.E.** and impact those around us,  
at work, home, church, community,  
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**V**iew others better than yourself, others-centered  
leadership style - Servant Leader of Integrity

**E**xcellence in offering yourself as living sacrifice and  
Experience true S.U.C.C.E.S.S.

# True S.U.C.C.E.S.S. @ Work



**S**alvation testimonies to share with others at work

**U**nderstanding God's plan for us at work

**C**ompassion and empathy for coworkers and bosses

**C**hrist-centered commitment and lifestyle at work

**E**ncouraging attitudes, words and actions

**S**trength from God thru daily devotions & continual prayers

**S**ervant heart leadership at work



# 哈佛大學推薦20個 快樂的習慣



1. Be grateful. 要會感恩。
2. Choose your friends wisely. 明智的選擇你的朋友。
3. Cultivate compassion. 長養慈悲。
4. Keep learning. 不斷學習。
5. Become a problem solver. 做一個解決問題的人。
6. Do what you love. 做你想做的事情。
7. Live in the present. 活在當下。
8. Laugh often. 經常開懷。
9. Practice forgiveness. 多原諒人。
10. Say thanks often. 常說感謝。
11. Create deeper connections. 要有深交。
12. Keep your agreement. 信守承諾。
13. Meditate. 靜思冥想。
14. Focus on what you're doing. 關注你所做的事情。
15. Be optimistic. 要樂觀。
16. Love unconditionally. 無條件地愛人。
17. Don't give up. 不要放棄。
18. Do your best and then let go. 盡力而為，然後放下。
19. Take care of yourself. 好好照顧自己。
20. Give back. 回報。



# 哈佛大學推薦20個 快樂的習慣



**SELF CARE** 1. Be grateful. 要會感恩。

**People** 2. Choose your friends wisely. 明智的選擇你的朋友

**EQ** 3. Cultivate compassion. 長養慈悲。

**IQ** 4. Keep learning. 不斷學習。

**IQ** 5. Become a problem solver. 做一個解決問題的人。

**Passion/HQ** 6. Do what you love. 做你想做的事情。

**SELF CARE** 7. Live in the present. 活在當下。

**SELF CARE** 8. Laugh often. 經常開懷。

**Principle** 9. Practice forgiveness. 多原諒人。

**EQ** 10. Say thanks often. 常說感謝。

**People** 11. Create deeper connections. 要有深交。

**CQ** 12. Keep your agreement. 信守承諾。

**SQ** 13. Meditate. 靜思冥想。

**Performance** 14. Focus on what you're doing. 關注你所做的事情。

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**SQ** 18. Do your best and then let go. 盡力而為，然後放下。

**SELF CARE** 19. Take care of yourself. 好好照顧自己。

**Purpose/Passion** 20. Give back. 回報。



Jesus 1st 主為先  
Others 2nd 他為從  
You last 你為末

常常喜乐  
不住祷告  
凡事谢恩

Discover & Influence with 5P  
發現,實現人生目的, 5P 影響力



CALLED TO 職場使命  
WORK

### S.E.L.F. C.A.R.E.

Spiritual maturity (read Bible every day, reflect, meditate, apply, pray continually)  
Establish healthy habits (daily/regular gym/exercise, oatmeal, salad, water, tea)  
Live today as if it's the last day, live abundant life to the fullest  
Fun (family sharing, outing, travel, games, treat yourself well)  
Call on others to help, accountability/prayer partners, walk the journey of faith together, share joy and burdens  
Attitude matters, appreciate others, positive attitude, resilience  
Renew my mind/education/training with intellectual challenges, reading  
Everyday is a gift, enjoy it with gratitude



ENCOURAGE · EQUIP · EMPOWER  
CALLED TO 職場使命  
WORK

# 哈佛大學推薦20個快樂的習慣



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# 8 to 6 – 6 to 8 **CALLED TO WORK**

- ✓ Your work is more than a paycheck: Job vs. Ministry
- ✓ Theology of Work: Work as Worship
  - Bridge the Sacred and Secular Divide
  - Glorify God at Work vs. Secret Agent
  - Encourage** employees/employers
  - Equip** leaders/influencers
  - Expand** marketplace ministry networks
- ✓ Be a blessing and receive blessings from God
- ✓ Thank God it's Monday!
- ✓ Take Jesus to Work – empty seat for Jesus at work
- ✓ S.H.I.N.E. for Jesus brightly – salt and light

*Let your light shine before others, that they may see your good deeds and glorify your Father in heaven.” Matthew 5:16*

[www.CalledToWork.org](http://www.CalledToWork.org)

職場使命 goes back to 1996



at&t



*Called To Work* began as an annual workplace Christianity conference founded by Elaine Kung, an AT&T manager, and hosted by Rutgers Community Christian Church in Somerset, NJ.

# Called To Work conferences in 1996 – 2019

## Some Themes

- Overcoming Detours @ Work
- Encouragement @ Work
- Journey of Faith
- Running the Race in the Workplace
- In God We Trust – At Work!
- Tower of Refuge and Strength
- Soar Like Eagles
- Renewal of the Mind
- Light Up Your Workplace
- Called for Such a Time as This ...
- Balancing Work Life

## Some Workshop Topics

- How do we trust and obey God at work in seeking, keeping, changing employment
- Overcoming challenges in career, relationships, finances
- Running through corporate politics and reorg
- Running wiser by discovering your gifts
- Live a purpose-driven work life
- Balance work, family and ministry needs
- Biblical view of work: service, witness, righteousness
- Working in wisdom through your career stages
- How to manage your career and honor God's will
- Security in times of instability

## Some Speaker Roles:

- Business Leaders: ADC, AG Edwards, Alcatel Lucent, AT&T, CNN Anchor, Ernst & Young, J&J, JP Morgan Chase
- Public Servants and Sports: White House Staff, Mayor, Governor Candidate, Univ. Basketball Coach, NFL Player
- Ministry Leaders/Authors: Christian Working Women, Christian College, Church, InterVarsity, Radio, Scripture Union

# 2016 reunion with past Called To Work speakers

## *Attended Faith@Work Summit in Dallas*



Honorable Ed Moy, 38<sup>th</sup> Director of U.S. Mint (2006-2011)



Doug Hunter, Former FCCI President



Bob Harp, Director at Biola Bus. School



Bill Hendricks, DTS Director of Hendricks Center of Leadership



Katherine Leary Alsdorf, Founder of Faith & Work at Redeemer

© Elaine HH and Dominic Kung

# Called To Work: CMC Baltimore, Houston, San Diego

Help AFC Chinese Missions Convention CMC attendees understand the Why, What and How of work theology, practical teaching on how to bridge the **secular** and **sacred** divide, to **glorify** God and **worship** God across vocations at the local, national and global perspectives – **Work as Worship**.

**Encourage** employees/employers

**Equip** leaders/influencers

**Expand** marketplace ministry networks



Be encouraged... equipped... empowered... in the marketplace – to **receive blessings** from God and **be a blessing** to others at work!

# Chinese Missions Convention-Baltimore 2019

Called To Work 職場使命 12/28-12/30/19

Speaker/Moderator: Elaine Kung 孔雷漢卿

## 12/28 Saturday

- 11:15am-12:30pm How to Respond to God as we are Called To Work
- 2:00pm-3:15pm Called To Work: Case Studies in Workplace Ministry
- 4:15pm-5:30pm 回應 神對工作的呼召

## 12/29 Sunday

- 2:00pm-3:15pm  
Called To Work Panel: Inter-Disciplinary Missions Dialogue with Workplace Ministers 職場使命 Called To Work 座談會: 跨宣教與職場事工的對話  
Campus Ministry 彭招羊牧師, Missional Church 黃光賜牧師, Effective Discipleship 郭振游教授, Workplace ministers 孔毅, 林豐樑; 主持人: 孔雷漢卿
- 4:15pm-5:30pm  
Called To Work Panel: Dialogue with Pastors and Workplace Ministers 職場使命 Called To Work 座談會: 牧師與職場事工的對話  
CBC-MD-程德鵬牧師, RCCC-NJ-樂大端長老, Fort Bend CC-TX, CBC-San Diego, Workplace ministers 孔毅, 林豐樑長老; 主持人: 孔雷漢卿長老

## 12/30 Monday

- 4:15pm-5:30pm Next Generation Panel 座談會 - 搶救下一代  
王健安博士, 程德鵬牧師, 孔雷漢卿長老; 主持人: 鄭立新牧師

# Chinese Missions Convention-Baltimore 2019

Called To Work 職場使命 12/28-12/30/19

Track Moderator: Elaine Kung 孔雷漢卿

12/28 Saturday

- 2:00pm-3:15pm  
職場宣教與門訓 - 孔毅
- 4:15pm-5:30pm  
海歸職場上的雙職事奉：誤區和挑戰  
- 孔毅，林豐樑長老, 馮欣長老

12/30 Monday

- 4:15pm-5:30pm  
在職場侍奉神 - 林豐樑長老





Encourage Workers  
Equip Leaders  
Expand Networks

to advance God's kingdom in the workplace

News

s 荣神益人.

Thank God it's Monday! Bridge the Sunday gap to Monday.

Bridge the Sacred a

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*How we respond to God as we are Called To Work*

MORE ABOUT US

[www.CalledToWork.org](http://www.CalledToWork.org)



Encourage

Encourage workers  
with practical resources



Equip

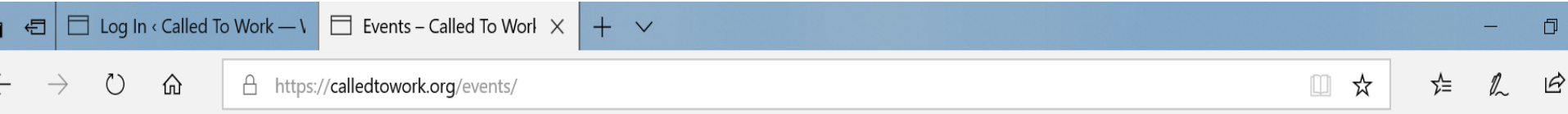
Equip leaders  
to grow workplace ministry maturity



Expand

Expand networks  
to leverage existing  
workplace ministries

# [www.CalledToWork.org/Events](http://www.CalledToWork.org/Events)



If you want to invite [Elaine Kung](#) to speak to your group, please complete and submit this Speaking Request Form. Thank you.

Elaine's Speaking Events (can be available to speak in local events during these trips):

12/28-12/30: 6 [Called To Work](#) talks and panel discussions at Chinese Missions Convention in Baltimore MD

**Dec-Jan: Baltimore**

12/1, 12/8: "Challenges of Parenting Teenagers" in Mandarin on Sunday at 11:30am-12:30pm at Chinese Bible Church of San Diego Central Campus at Westview High School in San Diego CA

11/17: "Designing & Leading High-Performing Team" for Princeton Women's Network in San Diego CA

**Sept-Dec: San Diego**

11/16, 11/23, 12/7: CEO Global leadership program with CAST at UCSD in San Diego CA

9/6, 9/27, 10/4, 11/15: [Called To Work in Cantonese](#) at Chinese Evangelical Church in San Diego CA

11/13: CEO Global leadership program for 30 Chinese doctors at Massachusetts General Hospital in Boston MA; 11/11-11/13 open

**Nov: Boston**

11/6-11/10: NJ, NYC some days are open

11/2: Keynote speaker at-Cloud Marketplace Ministry Conference in Sunnyvale CA, 11/3-11/5 open **11/1-11/4: Santa Clara**

10/10-10/30: Asia, some days are open

9/28: CEO Global leadership program at Northwest University in Seattle WA, 9/28-9/29 open

**9/28-29: Seattle**

9/22: [Called To Work](#) workplace ministry use cases on Sun at 11am at Agape Chapel, and missional lifestyle - R.E.A.L. JOY @ Work on Sun at 1pm-3pm at Logos Chapel in Rutgers Community Christian Church in Somerset NJ

**9/19-22: Philly, New Jersey**

9/21: [Called To Work](#) integrating our faith in the workplace 将信仰融入职场 in Mandarin on Sat 7:30pm in Monroe NJ

8/31-9/2: [Called To Work](#), Joy @ Home @ Retirement in Cantonese for Mandarin Baptist Church MBCLA Retreat at UCSD campus in San Diego CA

8/24: Faith/Work [Called To Work](#) type conference in Mandarin on Sat 9am-3pm at 2360 McLaughlin Ave, San Jose CA

**8/23-24: San Jose**

8/23: "Out of the Well, Into the Light" on Fri 8pm in Mandarin at 137 Dempsey Road, Milpitas, Bay area CA

**Jul-Aug: San Diego**

8/22: "如何使工作成为家庭之樂" [Called To Work](#) - JOY @ Work and @ Home WeChat broadcast online globally

8/20: Communications Skills Tues Noon-1pm at Sorrento Valley Salt & Light Fellowship, 9823 Pacific Heights Blvd, Unit G, San Diego CA

8/12: Maranatha Chapel growth group sharing "Our Journey" by Dominic Elaine in San Diego CA

© Elaine Hui and Dominic Kung

7/28, 8/4: [Called To Work](#) Sunday school 11:30am-12:30pm at Chinese Bible Church of San Diego, Westview High School



# 5-Minute Prayer Before Work

- Thank God for our job.
- Tell God what we need to accomplish.
- Tell God our greatest concern.
- Pray for at least one person—boss, coworker, customer.
- Pray for the fruit of the Spirit (love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, self control – Galatians 5:22)
- Ask God to inhabit our giftedness.
- Surrender our day into God's hands.
- Thank God for His presence. Ask God to feed our soul.



# Do you ever get afraid and scared @ work?

**Proverbs 1:33 (KJV):** *"But whoso hearkeneth unto me shall dwell safely, and shall be quiet from fear of evil."*

**COMMENTARY:** Years ago, the Lord ministered to me through this passage in a huge way, during a season when my business was struggling and I was getting afraid and scared. There's a wonderful promise in Proverbs 1 that if you and I listen to and apply genuine God-breathed wisdom in our lives, we SHALL be safe and secure, to the point that we don't even evil speak about potential evil. Fear of evil will not invade and permeate our thoughts, emotions, words and actions. Even at work.

**APPLICATION:** Today, are you full of fear at work? You needn't be, if you are hearkening to wisdom. To receive divine wisdom, meditate upon the Word. Listen to the Spirit's promptings. Ask the Lord for wisdom in prayer, as Solomon did and as James exhorted believers to, and it shall be given to you. You do NOT have to spend each day at work a bundle of nerves full of anxiety and stress.

[www.CalledToWork.org](http://www.CalledToWork.org) website for more

Free Email Devotion with PRACTICAL Work Tips every  
Wednesday

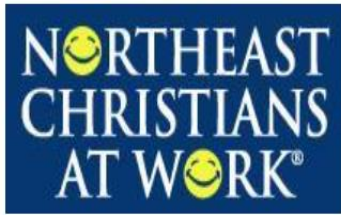
# Called To Work Resource Sample Topics

- For Whom and Why are you Working?
- How to be a Godly Employee (10 Commandment version)
- What does a Godly Employer looks like?
- Industrious or Workaholic? How do you draw the line?
- 3 Reasons to form a Christian Corporate Cultural Diversity Group
- 4 Tips on Sharing Salvation with Coworkers
- 5 Tips on Growing in Christ
- 6 Reasons Why your Church should Reach the Workplace
- 6 Teen Tips on Work
- 7 Tips on Leading a Fruitful Workplace Bible Study
- 8 Tips on Hosting an Evangelistic Workplace Event

# Called To Work Resources: Elaine's Sample Topics

- [45-minute Podcast interview by Dr. Darrell Bock at Dallas Theological Seminary](#)
- [45-minute Podcast interview by Kelley Johnson Cubicles & Christ](#)
- Interview video by Senior Pastor Neil Tomba at Northwest Bible Church in Dallas
  - [9-minute on Elaine's story;](#) [35-minute panel on Called To Work](#)
- [Blog on Elaine's journey and Called To Work written by Lorraine Grubbs](#)
- [使者雜誌 » » 將信仰融入職場 / 孔雷漢卿](#)
- [《愛與衝突》季刊 在衝突中, 回應神對工作的呼召-給社會新鮮人/ Elaine Kung 孔雷漢卿](#)
- [Called To Work Use Cases, Workplace Ministry Networks by Category Chinese English](#)
- [Called To Work Workplace Ministry Maturity Models Chinese English 職場事工的成熟度模型](#)
- [Daily Workplace Prayer Models Chinese English 每天工作的禱告模型](#)
- [How to Respond to God as we are Called To Work Chinese English 如何更享受工作 – 職場使命](#)
- [Office Politics & Biblical Values Chinese English 如何處理辦公室政治](#)
- [Retirement Party in November 2017 at AT&T HQ in Dallas](#)
- [Sample Speaking Topics Chinese English 演講主題的例子](#)
- Soft Skill Talks Video Recordings
  - [Building up Grit/AQ and Conflict Resolution Skills](#)
  - [Effective Communication and Personal Branding](#)
  - [Effective Time/Life Management](#)
  - [Leadership and Personal Networking](#)
- [Theology of Work – Work as Worship video by RightNow Media](#)
- [Work Life Balance Chinese English 工作之樂: 在人生各階段去平衡家庭, 工作和服事](#)

# Strategic Partners



Northeast Christians At Work [www.ChristAtWork.org](http://www.ChristAtWork.org) Founded in 2000, this is an all-volunteer workplace ministry based in metro Hartford, CT that began to collaborate with Called To Work immediately after 9/11.



Ambassadors for Christ [www.afcinc.org](http://www.afcinc.org) Founded in 1956, Ambassadors for Christ is based in Paradise, PA. It is a vibrant ministry consisting of Chinese Christian churches and ministries across the USA and abroad.

## rightnow MEDIA

RightNow Media [www.RightNowMedia.org](http://www.RightNowMedia.org) unleashes millions of Christians by serving over 16,000 churches that disciple and mobilize believers to live like Jesus in their homes, neighborhoods, at work, and around the world.



Theology of Work [www.TheologyOfWork.org](http://www.TheologyOfWork.org) is the deepest, largest, and most trusted source of biblical, theological, and pastoral material related to work, used by over 60 partner organizations, dozens of seminaries, and hundreds of churches.

## CROSSROADS GUIDE

[Crossroadsguide.org](http://Crossroadsguide.org) offers employment opportunities. The goal of the Cross Roads Guide website is to become a unique bridge between employers and job seekers. Our hope is that through honest, prompt, and personal service, the needs of people in the market can be met.

Connect with what the Bible says about work for a deeper relationship with God and a more meaningful experience of work.

**FREE** Bible commentary, devotionals, small group studies, videos, sermon notes.

Used by pastors, working Christians, and academics.

[WWW.THEOLOGYOFWORK.ORG](http://WWW.THEOLOGYOFWORK.ORG)

## 结合圣经关于工作的教导 活出与神更亲近的生命 更具意义的职场生活

免费提供解经，灵修，小组学习资料  
以及视频和讲道笔记

适用人群为牧师，职场基督徒和学术界人士

[WWW.THEOLOGYOFWORK.ORG/CN](http://WWW.THEOLOGYOFWORK.ORG/CN)

# Called To Work “7-Eleven”

- ✓ Your work is more than a paycheck: Job vs. Ministry
- ✓ Theology of Work: Work as Worship
- ✓ Bridge the Sacred and Secular Divide
- ✓ Glorify God at Work vs. Secret Agent

**Encourage** employees/employers

**Equip** leaders/influencers

**Expand** workplace ministry networks

- ✓ Receive God’s blessings, be a blessing to others
- ✓ Thank God it’s Monday!
- ✓ Take Jesus to Work – empty seat for Jesus at work
- ✓ S.H.I.N.E. for Jesus brightly – salt and light

你們的光也當這樣照在人前，叫他們看見你們的好行為，便將榮耀歸給你們在天上的父。馬太福音 5:16



**CALLED to  
WORK**  
**職場使命**

**Seek first to make  
whole disciples and  
all these workers will  
be added unto you**

Mark Greene, LICC



# J.O.Y. @ Work!

Jesus first

Others second

You last

Every profession is a minister. Every field is a ministry.  
... including our work and home!

靠神 事半功倍 >> 靠人 事倍功半

By God's grace:  
Half the effort  
Double the result

By our own ability:  
Double the effort  
Half the result

# Application: Paired Buddy Encouragement

Email: ElaineKung@CalledToWork.org

WeChat ID ElaineLuiKung

Facebook: Elaine Kung



## Start Doing

1. Empty chair for Jesus @ work
2. 5 mins prayer before work
3. Prayer partner @ work



## Stop Doing

1. Gossip
2. Complain
3. Unbiblical attitude & action



## Do More

1. Pray for managers, coworkers
2. Meditate God's word for wisdom
3. SELF CARE, manage life/time



## Do Less

1. Slack off @ work
2. Overcommit without boundary
3. Workaholic

# Video

<https://www.theologyofwork.org/resources/work-as-worship>