



Think About It...

Take a moment to do two things:

1. Read the chart below. Notice how the horizontal and vertical axes work to create four boxes in which are ways we might treat four kinds of employees:

- In Box 1 (upper right) are employees who show high congruence (support for and express) with organizational core values and are great performers
- In Box 3 (upper left) are employees who show high congruence with organizational values but are not strong performers
- In Box 2 are those who show low congruence with organizational core values and are also not strong performers
- And in Box 4 are those who show low congruence with organizational values but are strong performers.

Notice the notes in each box indicate the various ways leaders might respond to each type of employee. Read Matthew 25:14-30 (the parable of the talents).

Sometimes in Christian organizations, we feel a compulsion to treat everyone even-handedly—because after all, that is what “Jesus would do.” He would be fair and being fair means you treat people the same—faithful workers who do OK work get the same treatment as faithful workers who do excellent work. But this is a feminized view of a meek and mild Jesus and isn’t accurate. Jesus demonstrated a range of responses to people based on their hearts and behaviors. This teaching of Jesus in Matthew suggests that we are to steward the gifts, and passion and position God gives us in our work. In this case, good stewardship means adapting our styles to enhance the productivity of those we are called to oversee.

Think about it. Are you adjusting your style to match those you oversee?

This concept is taken from *Jumping the Curve*, by Nicholas Imperato and Oren Harari.

**Treating People
Differently Is
Okay**

