

**Integrity at Work**  
*Presented by Mary Lowman*  
Air Dates: February 3 – 7, 2025

**Day One**

What does it mean to be able to laugh at the days to come?

*She is clothed with strength and dignity; she can laugh at the days to come (Proverbs 31:25).*

For me, it means as I look at my future, I know regardless of what happens to me, my future destiny is secure. I've got eternal life right now because I've accepted Jesus as my Savior. So, regardless of what the days hold for me, I'm not beset with the fears and worries of those who don't know Jesus as their Savior; I can laugh at the days to come.

It means I can face an uncertain financial future and laugh at it. I can't be certain I'll have an income next week or next month or next year. But because my safety net is Jesus Christ, I can laugh at that prospect and say, "Never fear! God has promised to supply all my needs. Laugh at the days to come!"

As I look at the trouble in the Middle East and see how tenuous things are in this world, I realize it would only take a small spark to put us on the brink of another awful war. And while that certainly isn't a laughing matter, I can laugh at the fear and the oppression of those thoughts, because my God is sovereign, and nothing is going to happen in this world without his purpose being served.

*Some trust in chariots and some in horses, but we trust in the name of the Lord our God (Psalm 20:7).*

You may be facing many uncertainties, and you just don't know what the future will bring. But if your trust is in God—not in people, not in money, not in possessions or position—then you can laugh at the days ahead.

Paul put it another way:

*Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God (Philippians 4:6).*

A great way to avoid anxiety and worry is to laugh at the days ahead—those days are in God's hands, and he is perfectly capable of taking you through whatever they may hold.

**Day Two**

I thought I'd share a situation another listener is facing, since I imagine there are many of you who have similar questions.

This listener's company is very production oriented, and they have strict guidelines about working quickly, taking many calls, handling questions fast, and getting off the phone in order to take more calls. The number and length of their calls are monitored and reported, and much pressure is applied to work very fast.

She felt in doing this, she was forced to treat callers somewhat abruptly, not really helping them like she should, and this was quite frustrating to her. But her management was not impressed with her desire to answer each call completely and thoroughly; their only interest seemed to be productivity.

I think there are many situations where we feel something is not being managed in the most customer-oriented way and we'd like to do it better, but the guidelines get in our way. What should be a Christian's response? Do it the way we think it should be done, or follow instructions?

I think as long as the instructions you're given are not dishonest or illegal, your responsibility is to obey those in authority. After all, management has the right to run the company as they please, even if they choose to run it in the ground. Unfortunately, many companies operate without a real customer orientation.

I believe strongly every organization reflects the attitudes and philosophy of the person at the top. And if the person at the top of your company chooses productivity over quality, that's the way it's going to be. Obviously, not only is it symptomatic of a lack of human care and concern, but it also lacks good business sense. Eventually, poor quality and inadequate customer service will ruin a business.

As Christians in the marketplace, we should try to treat all people, including customers, with care. Not only is your customer the person who pays your salary, they are also people created and loved by God, individuals who are important. And for those reasons, it's imperative to do your best to give them good service. When that is in conflict with company policy, you should look for opportunities to try to change the system, if possible. But I recognize it isn't always that easy to do.

No one said it would be easy, but living for Jesus in the marketplace gives us incredible opportunities to show the world his love and care. So, don't get discouraged; keep praying for guidance and God will give you strength.

### **Day Three**

Here's a real-life business issue some of you have faced. You're in sales and your manager has asked you to talk only about the good aspects of your product and ignore, or seriously downplay, the negatives. You feel uncomfortable because this seems so close to lying. What do you do?

My career began in sales, so I understand the dilemma. One thing to remember is all products have their strengths and weaknesses. The sales job is to emphasize the benefits of the strengths and overcome the objections to the weaknesses. That is marketing, and done correctly, it is not dishonest.

Hopefully you have a product which you believe in and which you can honestly sell as a benefit to your customers. If that is not the case and instead you feel you have an inferior product, which is misleading and/or faulty, then you must decide if you're working for the right company. A prerequisite for a Christian in sales, in my opinion, is to have a product or service that brings benefits to your customers.

While your sales pitch does not have to include the negatives, you must be prepared, as a good sales person and more importantly an honest one, to discuss your product deficiencies. If the prospect asks questions that expose those deficiencies, you should be very honest about it. In no way would it be right for you to deny or cover up the weaknesses of your product or service deliberately.

Of course, you should be prepared to offset the deficiency with a benefit. This is the skill of selling; it's called "handling objections," and good sales people learn how to do that. But as a Christian, you should never do that at the cost of honesty.

If you feel you are being asked to do something dishonest and it bothers your conscience, then you need to act.

Romans 14:14 tells us *if anyone regards something as unclean, then for him it is unclean*. And verse 23 says the person who partakes of something which he thinks is wrong is condemned, because he is not acting in faith.

Give it prayer, and if it continues to bother you, God will show you what action to take. Don't go against your conscience. You'll be miserable, and you won't be able to sell very well, either.

## Day Four

Frequently in the workplace you may run into situations in which you're not sure what is the right thing to do. Here's one such situation.

A woman worked in a sales office with a rule that employees could not conduct personal business on company time or using company resources. But she worked with a man who continually broke that rule and spent at least an hour each day on personal calls and taking care of outside business. She knew this was wrong. But was it her responsibility to tell her supervisor, or should she keep quiet?

The question gets right to the core of a very common problem in American business today: employee theft. There is a staggering amount of stealing from employers among people who would never consider themselves thieves or dishonest. Certainly, Christians in the marketplace need to set the highest standards of integrity for their own lives in this regard.

Most employers understand it is sometimes necessary for employees to make a quick personal call on company time. However, many violate those privileges and use company equipment and time for excessive personal purposes, which could and should be done after-hours and at their own expense.

In this situation, the company has established guidelines concerning this, and it is their responsibility to monitor it. Many times, management makes a rule and then fails to enforce it or chooses to ignore it. But it is a management job to enforce rules, and if this person does not report personally to you, it's not your job to report their infraction of the rules. If you were directly asked or it impacted your ability to do your job, you would, of course, have to be honest.

Depending on your relationship with that coworker, you might look for an appropriate opportunity to broach the subject with him. Otherwise, this is management's job, not yours. Any action to right this wrong could be perceived as "tattling" on coworkers.

## Day Five

As you are aware, the world around us has lowered its standards of honesty and integrity to the point that lack of integrity has become acceptable behavior in many respects. Yet this lack of integrity is costing American businesses millions of dollars every year, and even non-believers are waking up to the fact that integrity on the job is a bottom-line issue.

It certainly is a bottom-line issue with the Lord, and as Christ-followers, we must be so careful not to compromise biblical standards of integrity as workers in today's marketplace. Access to the internet has become a major issue in many organizations. Employees are known to surf the internet, play games during company time, and even watch pornography during work hours.

Most companies have rules to govern this issue and have put controls on their system to block certain websites. But, of course, many have learned how to skirt those rules and controls. If you're thinking

using a little company time for personal things is no big deal, I'd warn you you're starting down a dangerous road.

Our enemy will find very subtle ways to get us sidetracked and cause us to damage our witness for Jesus Christ. He'll start with something like wasting some company time on personal interests or business, and then when we've lowered our standard a little bit, we're vulnerable to further temptation.

Peter wrote:

*Live such good lives among the pagans that ... they may see your good deeds and glorify God ...* (1 Peter 2:12).

Remember, it is wrong to use significant company time for your own personal benefit or business. And don't forget, the best way to represent Jesus on your job is to live such a good life among your coworkers that they will see the difference in you and that will bring glory to God. Make sure you're not damaging your testimony for the Lord through lack of attention to these issues of honesty.