



Five Step Guide for Believers

to discover positive ways
through a painful work situation

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To protect the privacy of those who have shared their stories with the author, some details and names have been changed. Reader: Please note spellings are in British Format.

Thanks to

Mike Kim: www.mikekim.com

Kary Oberbrunner: www.karyoberbrunner.com

Sources:

Proverbs 16:3 taken from Amplified Bible, Classic Edition (AMPC) The Amplified Bible, Copyright © 1954, 1958, 1962, 1964, 1965, 1987 by [The Lockman Foundation](http://www.lockman.org/)

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Introduction

A larger slice of my writing is found in my book [UNFROZEN](#). Here I outline the dangers of the 3Ds—Disappointment, Disillusionment and Discouragement with Deliverance coming from stepping into God's warming light and melting your (and mine) frozen heart.

We know that being authentic Christians in an increasing world who hold alternative views will become harder. Latest figures showed an increase of 48.5% of people identified as having no religion in England and Wales. So, my work as a Faith Coach is to passionately support you in your working and personal life to be the Believer God wants you to be.

Thank you for downloading this free guide, do join the [Keep UNFROZEN journey](#) for latest blogs and a direct means of getting to know one another more.

Ladey

Ladey is a Faith Coach—passionate in supporting you to be an authentic believer at work and in your personal life.

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“Roll your works upon the Lord [commit and trust them wholly to Him: He will cause your thoughts to become agreeable to His will, and] so shall your plans be established and succeed.”

Proverbs 16:3 (AMPC)

Five Step Guide for Believers to discover positive ways through a painful work situation

Your Life-Time Spent at Work

There are numerous calculations and definitions of the average amount of time you spend at work. For each person there are individual circumstances moving you from the average to an individual in your own right. This can be time taken out of work, for maternity or paternity reasons, a spell of unemployment, disability, illness, holidays, secondments and career breaks or changes etc. The calculations are based on your working age period of 18-68 years, working 8 hours a day over a 5-day week. This gives you a working shelf-life of 50 years!

This is 50 years of service to and for others, and this may even be considered too low, when most people are working considerably more than 8 hours a week! How much time do you spend at work? Your weekly hours might need to be put into two categories, your contracted hours and the given (overtime without extra pay) hours!

With this length of time, you might be considered an executive warrior. With life's ups and downs, it is not surprising that during your working life* there will be periods when you are disappointed with the ways things are going, have disagreements with your peers and find your bosses over-demanding and unappreciative!

As a Believer it goes against the grain to realise that at times you cannot get on with everyone and the situations you thought you could handle, is now full of disappointment worm-holes!

But it happens!

No matter how much time you have given to your work, your boss and your organisation, at some point it will not be as you planned or wanted. This Five Step Guide is to here to help you combat these occasions.

Each step will be expanded into action points for you to implement. Notice the changes. They can include a difference in your attitude to work and in your relationship with work colleagues and bosses. With the amount of time spent at work it is small wonder that disappointment often spills out into your personal life too, so feel free to apply some of the actions to your personal life and commitments too.

* 60% of your life incidentally devoted to 'work', taking an average life-time of 82 years! The remaining 40% is broken into sleeping (20%), some 'play time' (10%) and worrying or stressing about work (10%)!



Your Five Steps

Step One: Accept the situation without being a doormat.

Step Two: Claim back your God-given purpose for your work.

Step Three: De-personalise.

Step Four: Pray with accompanied blessings—without sideways swipes.

Step Five: Breathe and give yourself an overhaul.

“Your real, new self won't come as long as you are looking for it.
"It will come when you are looking for Him.”

C S Lewis



Accept the situation without being a doormat

Acceptance

Your situation is what it is and is happening. It is hard and probably feels unfair. STOP. Take a moment, You have to take off your rose coloured spectacles about what you want the situation to be and seriously see 'what is' in front of you. Accepting your current circumstances equates to acknowledging what is really going on.

By wanting to put the clock back you are fighting against your situation. Insisting on changing it to your way, can produce a war between yourself and others, it is as though invisible battle lines are drawn. Do you think this helps your current or future situation? Examine how much you need to be right? Is there a competitive spirit happening rather than a collaborative spirit? Consider how you can analyse your position without proportioning blame on yourself or others.

Acceptance can be healthy; it is not about losing face, backing down or being a doormat. A calm acceptance while outlining a way forward or inwardly keeping your integrity puts you in a powerful position.

JODY

Jody said, "I kept thinking my management style would be eventually understood by my staff. Once I realised a staff member was sabotaging my efforts, then I could address the situation. It was rather like having an unknown illness, until it is named, it is impossible to decide on the solution to put it right."

Action List

1. What influence do you have in your situation? List the steps, elements or possible outcomes within your control? This includes your Believer's attitude!
2. Include micro, median, macro sections, so each area can be examined, have some fun and take the situation to extreme point. Keep your God-given sense of humour to diffuse your hurt feelings. Review again before deciding on your approach. Remember this list is for you and not a shared or consultation document.
3. Write down your decision as a statement, "I am going to (insert decision) and review in (insert time/date). After the actual event, put what actually happened, ask Holy Spirit for His view. Repeat as necessary.



Claim your God-Given purpose for your work

God-Given Purpose

Do you know the plans that God has for you? When you are stressed do you remember what your purpose is, as a Believer in Him? Recalling and reuniting yourself with this fact is crucial to keeping your belief and purpose in-line with God's plan enabling all things to work for your good.

In the short term it can be as simple as thinking through the acronym WWJD (What Would Jesus Do?) and apply this to your situation.

When you are disappointed in a situation, changing to a gear that others do not expect is difficult but worthwhile! It might be a time when you need to over-deliver, not to people please but to give God a sacrifice of glory and praise. This does not need to be explained to anyone, let them notice and puzzle at the difference in you. Especially, if they are expecting you to react in the way they would! Remember, Believers are set apart to live and work in different (more caring/loving) ways.

Is more time needed for everyone to take a breath and reconsider? Consider more consultation so that any sudden changes can be processed?

Keep praying to God to cover you with His protection. Rediscover the passages in the Bible giving protection promises (there is a chapter in Unfrozen dedicated to this). Join a union and professional organisation (even if working in the Charity or Voluntary sector). Alongside this: be confident in your own ability to protect yourself—keep written evidence.

PAUL

"I have a boss, higher than my work superiors. He is God. He has a purpose for me in my work and directs my attitude and aptitude. In the busy days of my working life, I can forget this! Remembering that God is in control and that I report to Him de-stresses me in any given situation. It stops me feeling like being a puppet for others."

Action List

1. Remember the promises God has given to you, via the Bible and personally through Holy Spirit. Ask for His confirmation about your job.
2. Be kind to yourself when hitting a 'bad patch'. God will use your plans for His good, using your personality and skills. Believe that you are in the right job at the right time whilst being open to changes in plans too.
3. Arrange prayer cover with trusted, confidential fellow Believers.

*"We must accept finite disappointment,
but never lose infinite hope."*

Martin Luther King, Jr



De-personalise

De-personalise

When under stress you may find it hard to avoid being self indulgent or wallowing in thoughts such as 'Why me?' and 'This shouldn't be happening to me'. WAIT, stand back, become an observer and take a moment to analyse your own situation! What advice would you give someone else if they were in your shoes?

Think of de-personalising along the lines of de-cluttering. When you sort out a drawer or a shelf and are ruthless in throwing away the old, no longer useful and out-of-date items. Do the same with your expectations and possibly your opinions!

Consider what was your original expectation before your circumstances changed? How are they now affected? Note what changed to take you to your current issue. Remember, it is what it is, what do you need to 'let go' to move forward?

Is this event triggering something from your past? Are you putting blame on yourself that is unnecessary? What or who is pulling at you?

ADRIAN

"I asked myself would this situation occur if it was someone else here and not me? On the whole I believe it would. Therefore, I did not blame myself and could respond to my situation without getting too defensive."

Action List

1. Analyse with someone else outside your organisation for a fresh view and dissect some of the events, drawing on Management tools like Gantt charts, JoHari Window or Fishbone decision trees. If these techniques are new to you, investigate them as part of your continued learning
2. Check if this situation has happened before in this organisation? In your private journaling, make a time-line or a time log. Where are the links? This is from your perspective so make sure it is not shared with anyone. It could turn out to be your ultimate defence-line, keep it prayerfully in reserve.
3. Make a list of ways you can distance yourself (de-personalise) emotionally and psychologically from the circumstances so it is not 'about you'.

"He who has a why to life can bear almost any how."

Frederick Nietzsche



Pray with accompanied blessings—without sideways swipes

Pray and Bless

In the Bible it says to pray for your enemy. In the majority of cases, people do not go to work intending to be difficult and obstructive and want to do the best they can. However, situations can quickly get out of control and it can feel like guerrilla warfare! Genuine prayers are needed and blessing those who hurt us is an incredibly affective strategy for everyone involved.

A constant monitoring of your words and perhaps some repentance is necessary. Sideways swipes are prayers from your own strength for the benefit of your own purposes, instead ask what you can do to improve the situation or if you need to change? Check the following and add to the checklist.

- check your tone when you speak
- check your use of humour (especially sarcasms)
- check how much praise and singing to God you are doing
- check how you react to others wanting to rehearse/relive (gossip) about the situation.

LADEY

This is my own case-study. When I had a relational difficulty at work, I prayed about the situation and showered blessings on the person I perceived as being difficult or directly challenging. I would know when Holy Spirit had gone before me because some of the problems dissolved before I entered the meeting or a person was more approachable than I had envisaged. This included situations when I knew the person proclaimed to be an atheist! I never revealed to them this 'secret sauce' but continued thanking Him for His goodness.

Action List

1. Check out the Prayer of Blessing in the Bonus Section of Unfrozen: One line to be spoken out loud, but in private, today, is: '_____ (insert name) I bless you to be released into all the fullness of God for your life.' As this blessing is part of your personal communication with God, it does not matter where the person is on their faith journey.
2. Double check that when you pray about the situation it is a vertical not a sideways's prayer.
3. Thank God for the improvements you find in your current situation. To Him be the glory.



Breathe and give yourself an overhaul

Your Overhaul

How many times have you put yourself at risk by not taking care of yourself, putting undue pressure on yourself and ignoring your physical, emotional, psychological and spiritual well-being? This can be recognised as preludes to 'burn out' and includes: disturbed sleep patterns, poor eating habits, (this is not the time to dive into your weakest comfort foods, such as the carbonhydrates or chocolate—despite the temptation!) lack of humour, little time or patience with family members, reduced quiet time talking with God or reading your Bible.

It might seem your high priorities are primarily work-focussed. You can qualify them all with reasoned and seasoned arguments, but the bottom line is everything except work is squeezed out.

Consider your 'stress' reactions. Learn to identify them sooner, and when you are in the depth of awkward, difficult and unsettling situations practice altering your response. Choose: to breathe more deeply, pause more in the conversation, take the stairs at a faster pace, ask for a 'comfort' break if things get too 'hairy' and intense, give yourself time to process new information at a slower pace. Force yourself to get away from your desk at lunch-time. Overhaul your approach to ease your mind and reaction.

HAROLD

"I was putting in so many office hours, time at the computer, lunch breaks at my desk convinced it was the only way to get everything done. Some colleagues left and I had their workload to do as well. There was never enough time in the day. Then a colleague suggested a lunch-time game of squash, another an early morning swim and another reminded me about the Armour of God. Before I knew it, exercise became routine, I returned to talking with God and I still managed to fit everything else in!"

Action List

1. Do give yourself some time, put a deadline onto the changes you would like (once which are bearable for you and ones you can control).
2. Choose something fun and out of the ordinary with your family. Book this with yourself and refuse to allow anything or anyone change it!
3. Practice some Self-help and God-help including putting on the Armour of God (Ephesians 6:10-18). Change one physical aspect at a time. Add: a lunchtime power walk, power nap or dream, read inspirational verses.

*"Think in the morning. Act in the noon.
Eat in the evening. Sleep in the night."*

William Blake

Ten Do's and Don'ts in a Painful Work Situation

10 Do's in Your situation

1. Do make adjustments first and changes later.
2. Do review your contract and your given responsibilities.
3. Do realise that others do not have the connection with God that you have.
4. Do pray with thanks before, during and after your difficult meetings and ask others to give you prayer support.
5. Do bless the person(s) involved, personally and within the business.
6. Do consider your forward win/win options.
7. Do be willing to apologise, sincerely and try to keep an open heart.
8. Do give yourself some time; put a deadline onto the (bearable) changes.
9. Do check out your triggers. Is this cyclical past situation for you?
10. Do put on the Armour of God and introduce new healthy habits.

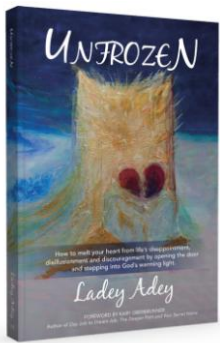
10 Don'ts in Your situation

1. Don't go on a 'work to rule' or reduce your natural input.
2. Don't pray for the situation to go away, accept and resolve.
3. Don't gather or gossip with others with attacks via email or sabotage at a meeting.
4. Don't freeze your heart or harden your heart with your attitude against the person or the situation.
5. Don't resign immediately or react instinctively and without consideration.
6. Don't act out of anger, fear or malice.
7. Don't plan your revenge, or store any complaints in readiness for reprisal.
8. Don't be afraid—calmly walk into each and every situation with Holy Spirit at your side.
9. Don't give away your own accountability or take on your shoulders all the blame.
10. Don't be a Victim, have a Victor's attitude regardless of outcome.

What to do next?

I am passionate about using prayer, leadership techniques, theory and learning to keep your passion for your work alive. This means learning how to overcome life's disappointments, disillusionments and discouragements. As a fellow Believer, I use prayer and support from Holy Spirit in my work: writing, coaching, speaking and training.

I wrote Unfrozen to support people in their painful situations, work and personal. Feel free to purchase a copy and contact me for further support. www.ladeyadey.com



Unfrozen teaches you how to melt your heart from Life's Disappointment, Disillusionment and Discouragement by opening the door and stepping into God's warming light.

IS YOUR HEART FROZEN WITH FEAR?

Life has a way of creating disappointment, disillusionment and discouragement. Left unchecked, these stresses can freeze out your potential and sideline you spiritually.

Reversing these effects is possible.

God knocks on the door of your heart, inviting you to step into His warming light. By melting your hurts and heartache He promises true healing.

UNFROZEN shows you how to:

- make friends with the fear of your past and move forward into your future with confidence.
- integrate God's plans with your own dreams to achieve your potential.
- discover your Unique Spirit-filled Personality (USP).
- and much more.

By sharing my personal UNFROZEN journey, weaving metaphors and relating stories from friends and colleagues I show you how to make sense of life's continual challenges. UNFROZEN opens the door: giving you the tools to move through adversity, be an authentic believer and live as the original person God created you to be.

Order Your Copy Today

“Unfrozen is full of breathed, learned and revealed wisdom, truth and compassion.”

—Rev. Canon Chris Bowater, Pastor, Author, Songwriter. Worship Academy International.

“Ladey invites thought provoking self assessment and courageous realignment with principles that transcend yet give value to individual identity.”

—Dr. Adrian Holdsworth, Vice Principal, The Faith Mission Bible College.