



Faith & Work

Princeton University Initiative

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FWI – Faith & Work Initiative

- The purpose - to generate **intellectual frameworks** and **practical resources** for the issues and opportunities surrounding faith/religion/spirituality and work.
- FWI accomplishes its mission through a mixture of **research, teaching, lectures**, and conferences, and other programs geared toward **students, academics, and leaders in the marketplace.**



Our team

- **David W. Miller, Ph.D.**
- *Director, Princeton University Faith & Work Initiative*





Our team

- **James Dennis LoRusso, Ph.D.**
- **Michael J. Thate, Ph.D.**
- **Nicoleta C. Acatrinei, Ph.D.**





Our Projects 1

- **TIP - “The Integration Profile (TIP): Faith and Work Integration Scale”** is a valid and reliable instrument to enable individuals to discover their faith and work integration preferences and patterns.
- TIP can be used at the organizational level by aggregating individual profiles to provide group profile data to help analyze, shape, and inform HR policies and organizational practices.
- TIP proposes four primary types of how people naturally manifest or live out their faith at work. The four manifestations are: [Ethics](#) (ET); [Experience](#) (EX); [Enrichment](#) (EN); and [Expression](#) (ES)



Our Projects 2

Faith-Friendly Company

- Business executives, HR professionals, and employees lack a constructive language and framework to engage this subject. Too often, it is stereotyped or mishandled in ways that leave all parties dissatisfied, sometimes even leading to legal action.
- Handled appropriately, creating the right kind of language and framework to facilitate healthy manifestations of faith/religion/spirituality at work might be socially progressive and bring benefits to employer and employee alike.
- *Friendly Companies: Pitfalls & Possibilities* will involve substantial corporate benchmarking, surveys, ethnographic analysis, religious study, and interdisciplinary insights into the practicalities of being a faith-friendly company.



Our Projects 3

Sunday-Monday Gap Research Projects

- The space between 11AM Sunday and 8AM Monday for most church-going people might as well be like the distance between Boston and Beijing. They have little to do with each other and seem to be at opposite ends of the world.
- This "worship-work" gap is not limited to any one religious tradition. For many, the sharp distinction between one's spiritual image of how life "ought to be" and the workplace reality of "how it is" is pronounced. However, this project focuses on the Christian community to explore this faith-work bifurcation, its causes, and recommendations to overcome the Sunday-Monday gap.
- Drawing on ethnographic research, narrative, and stories, it will consider the four primary ways in which most people manifest their spiritual instincts and practices (The Four E's).



Our Projects 4

Workplace Chaplaincy

- In hospitals and on battlefields, during times of illness and death, patients and families often seek spiritual comfort.
- Is it possible that for some, the workplace is a place of pain and suffering? If so, is there a role in a pluralistic society for companies to provide chaplains to their workforce? Maybe the workplace is not the source of the pain, but people's private dilemmas and burdens often negatively impact their work experience and performance. If the concept of chaplaincy can be managed appropriately and with benefit to people in other settings, why not have workplace chaplains?
- There are many reasons why a company might not want to have a workplace chaplain. Concerns over privacy, proselytization, and manipulation are but a few concerns. On the other hand, if these concerns can be addressed (as they successfully are in hospitals, prisons, and the armed services), is it not at least worth the intellectual exercise to explore the possible benefits to workers and their employers?



Courses

Professor Miller teaches :

- *Business Ethics and Modern Religious Thought* (REL 219),
- A course on one of the 20th century's most notable ethicists, activists, and theologians, called *Dietrich Bonhoeffer's Life and Ethics: A Legacy for Our Times?* (REL 314).



Conferences/CEO Interviews

- **Doll Family Lectureship on Religion and Money**
- The purpose is to bring distinguished speakers to Princeton University who will inspire students, faculty, and the campus community toward a greater understanding of the relationships between religion and money in our own time and historically.
- **CEO Interviews**
- An important objective of these interviews is to present how various religious traditions shape and inform the daily life of CEO. It is a personal perspective on how faith brings meaning, helps to cope with stress, increase discernment, inform moral decision-making.



If you would like to participate in a research project or to use one of tools developed at FWI please contact us :

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Thank you for your attention!