

SPIRITUAL

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Work and Self-Reliance

Rationale

"The aim of the Church is to help the people to help themselves. Work is to be re-enthroned as the ruling principle of the lives of our Church membership" (Heber J. Grant, in Conference Report, Oct. 1936, 3). President Grant taught that work breeds self-respect and productivity while abolishing the curse of idleness. At Deseret Industries, we have a unique opportunity to teach and encourage principles of work and self-reliance that can replace discouragement and defeat with confidence and success.

Objective

Help Deseret Industries associates set and achieve goals that promote work and self-reliance.

Potential Discussion Items

- Assess the Deseret Industries associate's personal work ethic. Help him or her ask self-probing questions such as:
 - "Do I give an honest day's work for an honest day's pay?"
 - "Do I keep a healthy balance of work and leisure?"
 - "Do I keep focused on the tasks I'm asked to complete?"
 - "What could I do to improve my work habits today or this week?"
 - "Am I dependable and willing to do what I say I will do?"
 - "Do I end each day knowing I've done my best?"
- Suggest specific solutions to work ethic related challenges, and encourage the Deseret Industries associate to build effective action steps in his or her Development Plan.
- Review the Development Plan to ensure that vocational goals are reasonable. Make sure that the vocational goal matches the Deseret Industries associate's lifestyle.
- Collaborate with the Deseret Industries development counselor to encourage the Deseret Industries associate to choose a vocation that will financially support his or her lifestyle. The development counselor may also find it appropriate to counsel with the bishop to encourage the associate to change lifestyle habits so he or she can live within his or her means.
- Assist the Deseret Industries associate with scheduling service and personal work projects. Help the associate prioritize his or her personal activities according to good, better, and best principles. Ask the associate to report back weekly on how well he or she followed the schedule.
- Suggest activities the Deseret Industries associate might choose in place of degrading or time-wasting activities (see the Uplifting Activities handout). Encourage the associate to add his or her own activities to this list.
- Celebrate small successes. When the Deseret Industries associate achieves even seemingly small goals, or when he or she takes steps in the right direction, reinforce the positive behavior with ample praise.
- Demonstrate empathy. Many Deseret Industries associates are overwhelmed with influences that compete for their time and attention. Show abundant



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support and understanding when asking the associate to change fundamental patterns of behavior.

Suggested Resources

- Doctrine and Covenants 60:13; 104:14–17.
- Burton, H. David, “The Blessing of Work” (Ensign, Dec. 2009, 42–46): <https://www.lds.org/ensign/2009/12/the-blessing-of-work>.
- Oveson, Stephen B., “Good Work” (New Era, Jan. 2007, 36–40): <https://www.lds.org/new-era/2007/01/good-work>.
- Perry, L. Tom, “Becoming Self-Reliant” (Ensign, Nov. 1991, 64–66): <https://www.lds.org/general-conference/1991/10/becoming-self-reliant>.
- Uchtdorf, Dieter F., “Two Principles for Any Economy” (Ensign, Nov. 2009, 55–58): <https://www.lds.org/general-conference/2009/10/two-principles-for-any-economy>.

Handout

Uplifting Activities

