



Letting Go of a Grudge

Letting go of a grudge can improve your health. A recent study asked 71 people to mentally relive hurtful memories, to think of specific instances when they felt betrayed, insulted or lied to by romantic partners, family members or friends. Next, the participants were asked to add two alternate endings to the memory, one in which they harbored a grudge and one in which they forgave the offender.

Researchers then measured their vital statistics. The study found that when participants visualized holding a grudge, their heart rates and blood pressures were two times higher than when they conjured up feelings of forgiveness. They also tended to sweat more and feel more hostile and out of control. Sustained anger and hostility are known risk factors for heart disease and reduced immunity, so letting go of a grudge could have dramatic and fast-acting health benefits. But how do you stop harboring bad feelings toward another person? Here are some suggestions from the experts:

Empathize. Try to understand the factors that influenced the other person's behavior, and

put yourself in those circumstances.

Stop expecting the person to change the past. Even if they wanted to, they cannot take back the hurtful act. Also, don't wait for reconciliation before you forgive. Take responsibility for healing yourself.

Replace bitterness with a positive feeling. Find some way to wish the other person well, even if it means just hoping he or she learns to control his or her temper for better health.

Don't take it personally. Relationships can be complicated, leaving room for misunderstandings. Find room for grace.

Believe the best of your colleagues. More than a few of us can stand to brush up on interpersonal skills. But a lack of tact doesn't usually mean that someone is out to get you. Concentrate on the meaning and content of the words, rather than on the delivery. Find the best possible interpretation.

Ask God to help you forgive. He promises a new heart and will give new thoughts and desires if you ask Him. Claim His power for change.

~adapted from blessingsforlife.com

Gallup C04 Focus Groups

We asked employees *who* they think about when they hear the following statement from the Gallup survey. "*The institution cares about my spiritual well-being.*"

About 90% of respondents indicated that their immediate supervisor is the person who represents the organization to them. They stated that to move this number higher would

require action from their department head or supervisor.

Several people stated that administrators and colleagues also convey spiritual caring in the work place, but ***they believe that the immediate supervisor is the most important person to provide this care.***

Bulletin Board

I wish you enough sun
to keep your attitude bright

I wish you enough rain
to appreciate the sun more.

I wish you enough happiness
to keep your spirit alive.

I wish you enough pain so that the smallest
joys in life appear much bigger.

I wish you enough gain
to satisfy your wanting.

I wish you enough loss
to appreciate all that you possess.

I wish enough "Hello's"
to get you through the "Goodbyes."

I wish you enough time to discover
how loved you are by God.

Simple Solutions

This section of the newsletter contains ideas that a manager can use to nurture employees' spiritual health.

- Begin a Corner of Thanks on a bulletin board where staff can post their praises/ blessings and answered prayers
- Coordinate a unit prayer team to pray for each patient, the physicians and all employees.
- Write hand-written notes to staff to express your appreciation for a job well done

*Our employees
will not care
how much we know
until they know
how much we care.*



A Worship Thought

A small town chamber of commerce once invited a man to speak for their annual banquet. The speaker was asked to be motivational, since the town's economy had been bad that year and people were discouraged.

During his presentation, the speaker took a large piece of white paper and made a black dot in the center of it with a marking pen. He then held the paper up before the audience and asked, "What do you see?" One person replied, "I see a black dot." The speaker said, "Fine. What else do you see?"

Others chimed in, "A black dot." The speaker asked "Don't you see anything besides the dot?" The audience responded with a resounding "No!"

"But you've overlooked the most important thing," the speaker replied. "You've missed seeing the sheet of paper!" He then went on to explain, "In our lives, we are often distracted

by small, dot-like failures. They keep us from seeing the blessings, successes, and joys that are far more important than the disappointments that try to monopolize our energy and attention. I encourage you to focus on the big picture of what is right rather than the small view of what is wrong."

Is it possible that you are so preoccupied today with what *is*, that you've lost sight of what *can* be? Step back and see the bigger picture.

*But one thing I do:
Forgetting what is
behind and straining
toward what is ahead,
I press on toward the
goal to win the prize for
which God has called
me. . . Phil. 3:13-14 NIV*

God's Little Devotional Book for Leaders, 1997



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