When we read the word “malasakit”, we Filipinos immediately recognize what it means. The Filipino term has no direct translation in the English language, though we can interpret it in numerous ways based on how it is used. The closest terms we can associate this with is showing sincere care, concern, compassion or empathy.

We can also relate malasakit to our strong family-oriented beliefs. When we show malasakit, it is almost treating someone, as if he/she is part of our family or almost treating one object as if it was our own property. Shown in the stories below are how executives of Diesel Motors Germany Inc., showed his malasakit for the company he works in.

“I personally recalled one such incident that could describe the value of malasakit. One weekend in 1979, a typhoon was raging towards evening and more winds than rain were predicted as the typhoon was expected to pass near Metro Manila by midnight. Since the automotive plant was in the area, one executive in charge of the automotive manufacturing division visited the factory at about midnight to check the situation, especially if the factory roof was holding up due to the strong winds.

In another incident, the factory was operating in three shifts and marketing was selling the units faster than they could be produced. The factory had to work at a faster pace to meet the production volume for the month. At three o’clock in the morning of the last working day of the month, an executive in charge of the automotive manufacturing division visited the factory with a vehicle-full of freshly baked pan de sal (salty bread that is standard fare in a Filipino breakfast) personally purchased from the nearby bakeries so that the supervisors and workers of the last shift could have breakfast.”

Numerous organizations across the Philippines has adapted malasakit in their core values, using it as one of their company's guiding principles. These organizations recognized its key role in successfully operating their respective businesses. Enumerated below are some points how we can help our organization by showing malasakit:

- **MALASAKIT drives Productivity** – Our work productivity is one way to help our company be more capable and contribute to its success. When we have malasakit for our company, we care enough to accomplish our tasks and accomplish them well because each of our tasks have an impact on our organization. We show malasakit when we go the extra mile to accomplish these tasks or when we put extra effort to do better than what is expected from us.

- **MALASAKIT drives Teamwork** – One of the hindrances to an effective teamwork is the individual differences between team members. This may include difference in opinion, preferences, egos or beliefs. If we have malasakit for our organization, we put these differences aside and focus on what the team needs to accomplish.

- **MALASAKIT drives Development** – The development of an organization’s workforce is directly related to the improvement of its capabilities. The better its workforce is, the better the organization gets. When we have malasakit, in our own way, we contribute to the development of our co-workers, and specifically for leaders towards their subordinates. With this, our mindset is that we help improve others because the overall goal is to create a positive impact that will help the organization through the development of its people.

- **MALASAKIT drives Positive Relationships** – Good customer relationships and inter-employee relationships has its merits in a business. Malasakit drives us to be compassionate and empathetic in our relationships at work. It was mentioned that malasakit is also treating people almost as if they are part of our own families.
By doing this, we show our co-workers or customers that we are concerned about their well-being, and in turn, our relationship with them gets better.

- MALASAKIT drives Prudence – Being prudent is one way of making wise decisions involving company resources such as money, materials or equipment. If we have malasakit, we ensure that we use these resources wisely, taking into consideration how mishandling it can affect the organization.

Expressed in all points mentioned above, having malasakit is close to claiming ownership. When we claim ownership, we take it personally, we start to care and take action. We put great value on the interest of our organization. The most important point to consider is that if all of us has malasakit, the overall atmosphere of our organization takes a turn for the better. We consider each other as close to being family and our workplace as second home.

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