



Guiding Principles for Practitioners AI Commitments and Best Practices

FOR RELEASE OCTOBER 17, 2023

Belem Leaders (aka Belem, Belem LLC) is a globally recognized leader, team and organizational development firm known for its unwavering commitment to excellence. While we serve corporate, non-profit, government, academia, and other business sectors, the cornerstone of our approach and at the core of the *AI Commitments and Best Practices* is our Christian faith.

We believe practitioners (consultants, coaches, facilitators, trainers, mentors, and leaders) extend their professional influence beyond mere competence and encompass moral character, core values, and ethics.

As Christians, we are called to demonstrate the character of Christ. We believe when professionals are well-equipped and strengthened by Christian ethics, they are empowered to lead with confidence.

Christian ethics for Artificial Intelligence (AI) refers to the principles and guidelines that align with Christian values and teachings. These ethics guide our learning, development, distribution, and use of artificial intelligence in ways that are consistent with Christian beliefs.

While we cannot control the progression of artificial intelligence, we strive to be responsible users as we adopt technologies to serve our clients and professional partners.

- Philippians 4:6 Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God.
- Colossians 3:17 And whatever you do or say, do it as a representative of the Lord Jesus, giving thanks through Him to God the Father.
- Hebrews 13:18 Pray for us. We are sure that we have a clear conscience and desire to live honorably in every way.

Belem aligns their definition of artificial intelligence as:

A broad field of computer science with various subfields where computerized systems perform tasks that use existing data and inputs, machine learning technology, software, automation, and algorithms, to make rules and/or predictions, recommendations, or decisions influencing real and virtual environments.

Practitioners utilize a wide array of resources throughout engagements with clients and professional partners. Artificial intelligence is one type of resource. These resources (i.e.,

chatbots, virtual reality, task integrations, etc.) are tools for use by the practitioner. AI is not to replace critical thinking capabilities or the honor and care of the human connection.

Belem acknowledges and supports the navigation of artificial intelligence [as] technology by embracing and implementing the Belem commitments. There are six commitments and thirty scriptural references within this document. Various translations of scripture were used to bring clarity, and support practitioner understanding.

We invite you to consider the adoption of Belem's *AI Commitments and Best Practices* as you navigate your environments.

1. God as Creator

We acknowledge God as the Creator of all things and the Bible as the ultimate authority and standard by which we serve our clients and professional partners. Clients and practitioners are human and created in the image of God. God uniquely created each person with a soul (mind, will, and emotions).

Guiding Scripture

- Genesis 1:27 So God created human beings in his own image. In the image of God, he created them; male and female he created them.
- Psalms 119:105 Your word is a lamp to my feet and a light to my path.
- Psalms 139:14 I praise you because I am fearfully and wonderfully made; your works are wonderful, I know that full well.
- Colossians 1:16 For in Him all things were created: things in heaven and on earth, visible and invisible, whether thrones or powers or rulers or authorities; all things have been created through Him and for Him.

Practitioner Commitment:

As a practitioner, I acknowledge God is a living and eternal being. I commit to studying, understanding, and being guided by God's written word. I will maintain a perspective that acknowledges AI is technology created by man and is not a living being.

2. Honor and Care for Others

We believe all people regardless of their beliefs are to be treated with dignity, respect, and compassion. We build enduring relationships based on creating and sustaining an environment of safety, trust, honor, and care.

Guiding Scripture

- Matthew 7:12 So in everything, do to others what you would have them do to you, for this sums up the Law and the Prophets.
- Matthew 22:37-40 Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: Love your neighbor as yourself. All the Law and the Prophets hang on these two commandments.
- John 13:34-35 A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another.

- Philippians 2:3-4 Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others.

Practitioner Commitment

As a practitioner, I acknowledge people as unique beings. I commit to understanding client and professional partner beliefs, motivations, hopes, goals, and dreams. I guard and protect the safety, trust, and mutual respect formed in these relationships. I celebrate client and partner accomplishments and support them through their challenges. I commit to building relationships with my clients and partners, being fully present in engagements, and not dependent upon AI for core relational tenets.

3. Co-Creating through Collaboration and Partnerships

We promote a collaborative approach to engaging with our clients and professional partners. We trust in formal partnerships to serve clients. We also depend upon formal and informal partnerships to co-create, elevate, and serve as leader and team development professionals. We partner with the Holy Spirit for guidance, discernment, and inspiration.

Guiding Scripture

- Proverbs 27:17 As iron sharpens iron, so one person sharpens another.
- Ecclesiastes 4:9-10 Two people are better off than one, for they can help each other succeed. If one person falls, the other can reach out and help. But someone who falls alone is in real trouble.
- Romans 12:4-6 For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith.

Practitioner Commitment

As a practitioner, I commit to seeking out formal and informal opportunities to partner, collaborate, and co-create. I commit to being a trusted partner, collaborator, and co-creator. I commit to exercising confidence, in disclosure and non-disclosure. I commit to being integral and discrete pertaining to the ideas and intellectual property of others. I will not surrender my creative decision-making power and ability to a machine. I will maintain control and monitor how I use and apply AI with my clients, partners, and within the profession.

4. Intentional, Continuous Learning

We maintain a culture of learning and curiosity. We seek out reputable training entities and resources. Relevant, intentional training and development take place at regular intervals to develop and advance global best practices, capabilities, distinctions, and maturity as a practitioner.

Guiding Scripture

- Proverbs 1:4-5 for giving prudence to those who are simple, knowledge and discretion to the young—let the wise listen and add to their learning, and let the discerning get guidance.

- Proverbs 9:9-10 Instruct the wise and they will be wiser still; teach the righteous and they will add to their learning. The fear of the Lord is the beginning of wisdom, and knowledge of the Holy One is understanding.
- 2 Timothy 2:2 And the things you have heard me say in the presence of many witnesses entrust to reliable people who will also be qualified to teach others.
- 2 Timothy 3:16-17 All Scripture is God-breathed and is useful for teaching, rebuking, correcting, and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.

Practitioner Commitment:

As a practitioner, I commit to advancing my learning and opportunities for growth with intention. I commit to staying curious. I commit to sharing and passing on my learning with others. I will confidently identify and understand what artificial intelligence is and how AI aligns with leader or team development objectives (or my profession's objectives). I commit to practicing with mock clients or teams before initiating AI with clients and partners. I will responsibly include artificial intelligence into my practices and engagements only once the proper AI learning channels have been successfully identified and validated.

5. Permissions, Privacy, Transparency, and Informed Consent

We commit to obtaining necessary client and partner permissions to ensure ethical alignment before, during, and after engagements. We are transparent in our operations. We maintain secure data protection measures to safeguard confidential information. We consider the implications of select assessments and tools on client confidentiality, privacy, and trust. Practitioners comply with [*The Global Code of Ethics for Coaches, Mentors and Supervisors.*](#)

Guiding Scripture

- Proverbs 3:21 My son, do not let wisdom and understanding out of your sight, preserve sound judgment and discretion.
- Proverbs 11:13 A gossip goes around telling secrets, but those who are trustworthy can keep a confidence.
- Proverbs 17:9 Love prospers when a fault is forgiven, but dwelling on it separates close friends.
- Matthew 5:6 Blessed are those who hunger and thirst for righteousness, for they shall be satisfied.
- Ephesians 4:25 Therefore each of you must put off falsehood and speak truthfully to your neighbor, for we are all members of one body.

Practitioner Commitment

As a practitioner, I commit to obtaining explicit consent from my client [or partner] before distributing assessments and using AI tools within the engagement. This consent includes informing why a tool or assessment has been selected, potential risks or limitations, and how any use of AI aligns with identified goals. I commit to maintaining privacy and data protection for all clients/partners to safeguard personally identifiable information. I will refrain from secretly deploying AI data collection tools in coaching appointments and have clear communication throughout the engagement to establish and foster trust. I commit to ongoing monitoring and evaluation of AI for its effectiveness and risk management.

6. Research and Thought Leadership

We promote research and thought leadership to support clients, partners, and advance respective professions. We utilize informal and formal qualitative and quantitative research methods to provide a deeper understanding of client needs, progress, and to identify trends and patterns while providing evidence-based guidance for engagements and strategies.

Guiding Scripture

- Proverbs 3:13 Blessed is the one who finds wisdom, those who gain understanding.
- Proverbs 4:26 Give careful thought to the paths for your feet and be steadfast in all your ways.
- Proverbs 12:22 The Lord detests lying lips, but he delights in people who are trustworthy.
- Proverbs 16:13 Good leaders cultivate honest speech; they love advisors who tell them the truth.
- Proverbs 19:2 Enthusiasm without knowledge is no good; haste makes mistakes.
- 1 Thessalonians 5:21 But test everything; hold fast what is good.

Practitioner Commitment

As a practitioner, I commit to keeping informed on professional research, data, and trends. I commit to using data responsibly, ethically, and with integrity. I commit to developing transparent research projects. Treating clients and partners with respect, and collaborating transparently with peers in creating, interpreting, sharing, and reporting research and results.

AI and Best Practice Adoption

I understand the above commitments are for self-awareness and professional and personal application. My written or [digital signature](#) is an agreement and testament for adopting and honoring the *Belem Guiding Principles for Practitioners: AI Commitments and Best Practices* in my professional and personal environments.

Name: _____ Date: _____

When you're ready to adopt the commitments, click [here](#) to add your digital signature as an AI Commitment & Best Practice global practitioner, and/or add your comments and feedback.

*you will only be contacted if you make a request

Psalm 115:1 Not to us O Lord, but to your name be the glory, because of your love and faithfulness.

Belemleaders.org