


Creating A "SAFE" In-Person and Virtual Office Culture



Scott Warrick, JD, MLHR, CEQC, SHRM-SCP
www.scottwarrick.com

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IS YOUR BRAIN IMPORTANT?

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Is THIS A Good Culture?

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Martins Ferry Police Officer Tim Starkey

NO. 1 IN THE USA . . . FIRST IN DAILY READERS

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What Are Our Workplaces Like?

75% of Employees Have Been Bullied or Witnessed Bullying At Work.

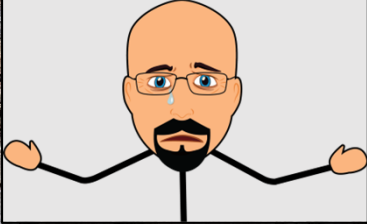
HRExecutive.com, December 29, 2021

“Workplace bullying remains a wildly out of control epidemic in the United States.”

~ Workplace Bullying Institute co-founder, Gary Namie, Ph.D.

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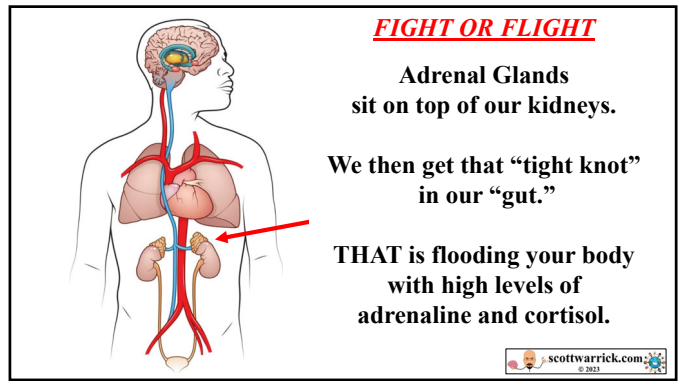
Do You Have A Right To Your Opinion?

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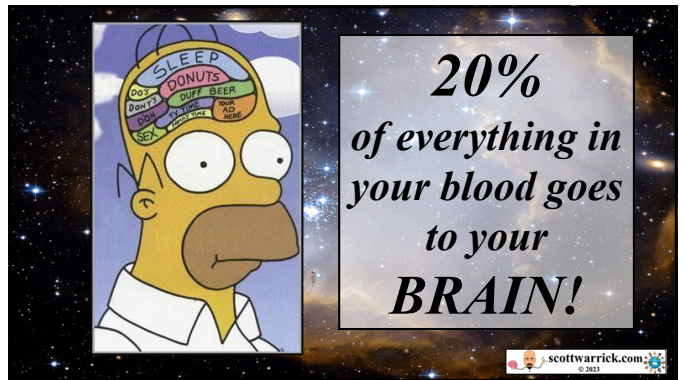
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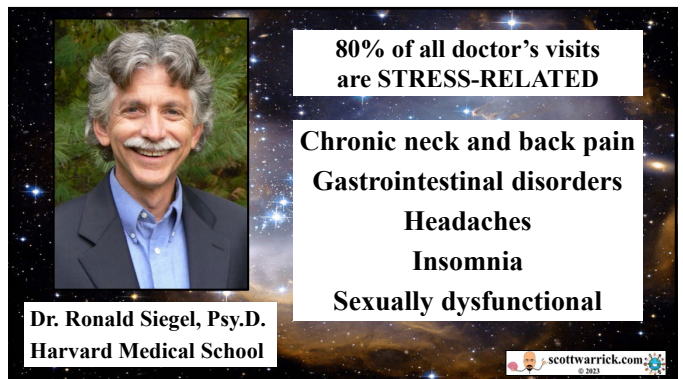
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Smoking has a mortality factor of 1.6.

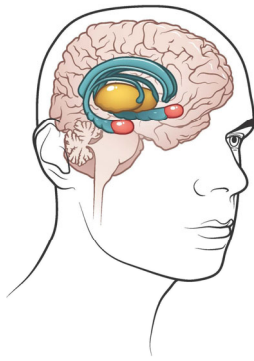
So, if you smoke, you have increased your chance of pre-mature death by .6, or 60%.

Chronic on-going distress has a mortality factor of 2.

That means chronic on-going distress is 40% worse than smoking!

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Why Do I Forget Things When I Am Stressed?

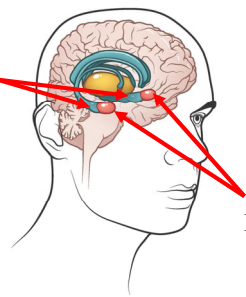
Stressed?

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Why Do I Forget Things When I Am Stressed?

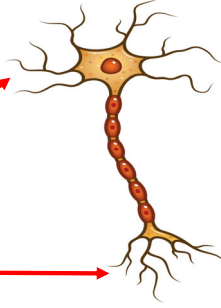
Hippocampus: Short Term Memory



Amygdala: Fight or Flight

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Dendrites

Axons

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SOCIAL EPIGENETICS

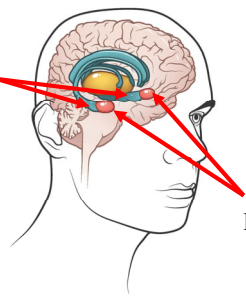


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Why Do I Forget Things When I Am Stressed?


Hippocampus: Short Term Memory



Amygdala: Fight or Flight

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AMERICAN PSYCHOLOGICAL ASSOCIATION

**In 2020, the APA sounded the alarm:
“We are facing a national mental health crisis that could yield serious health and social consequences for years to come.”**

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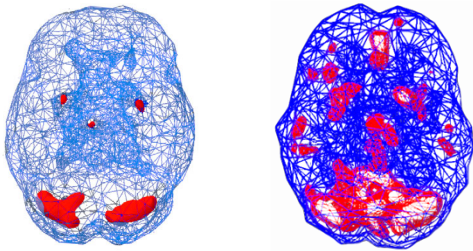
AMERICAN PSYCHOLOGICAL ASSOCIATION

Has Tracked The Greatest Sources of Stress Since 2007:

***Work
or
Finances***

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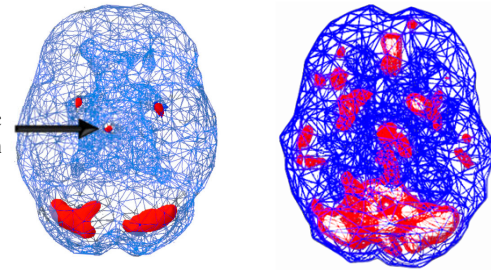
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“Normal” Healthy Brain **Brain With Depression, OCD, & Panic Attacks = PTSD**

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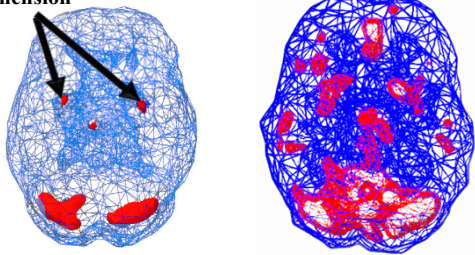


Limbic System →

“Normal” Healthy Brain **Brain With Depression, OCD, & Panic Attacks = PTSD**

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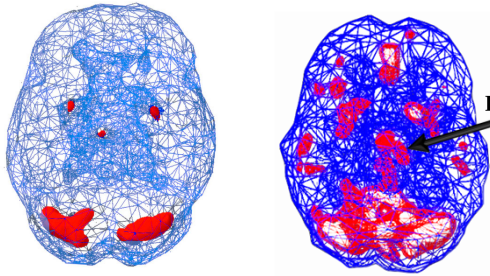


Apprehension →

“Normal” Healthy Brain **Brain With Depression, OCD, & Panic Attacks = PTSD**

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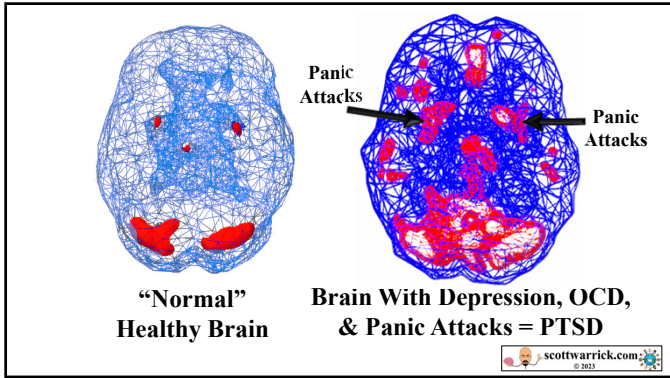


Depression →

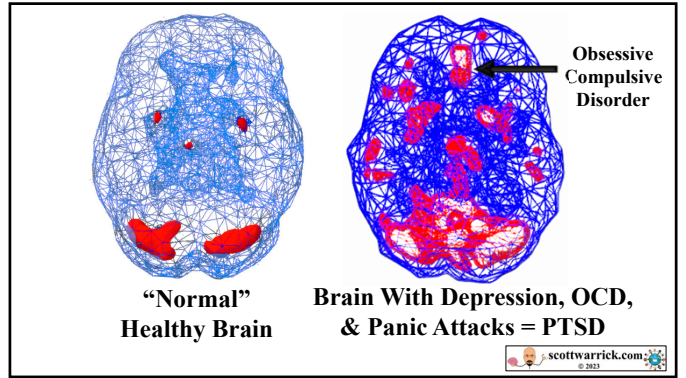
“Normal” Healthy Brain **Brain With Depression, OCD, & Panic Attacks = PTSD**

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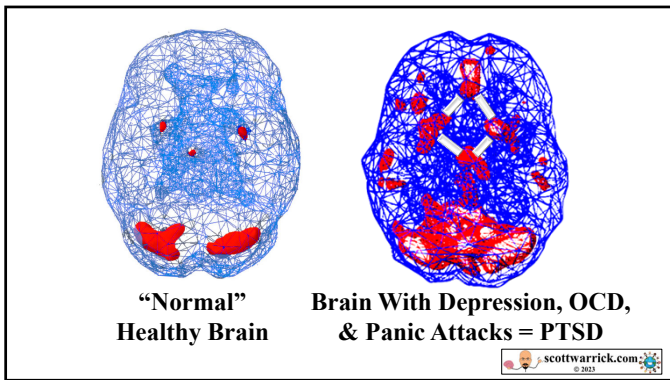
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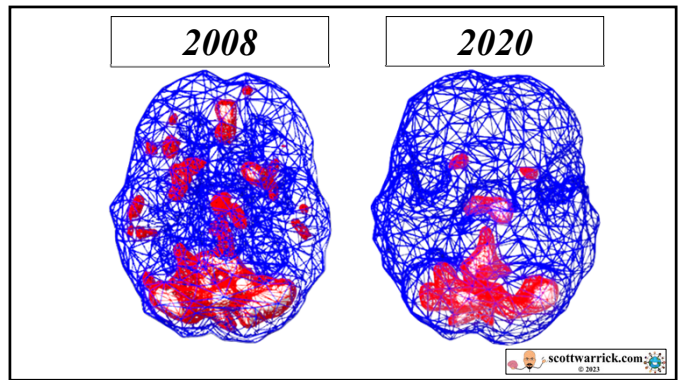
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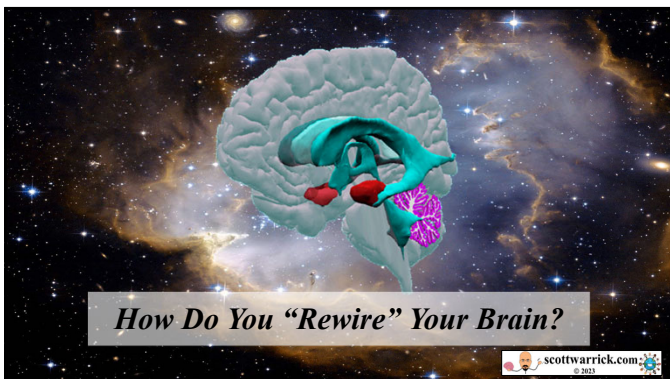
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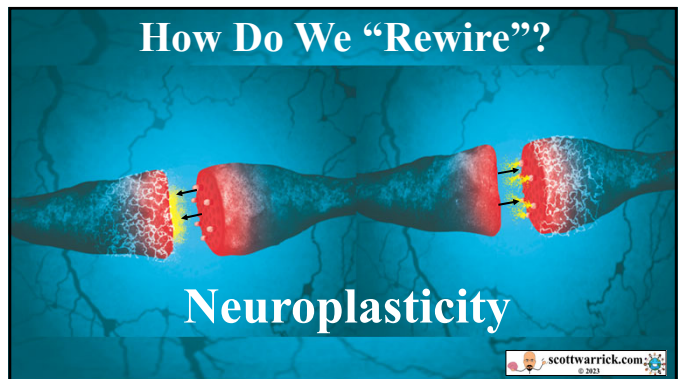
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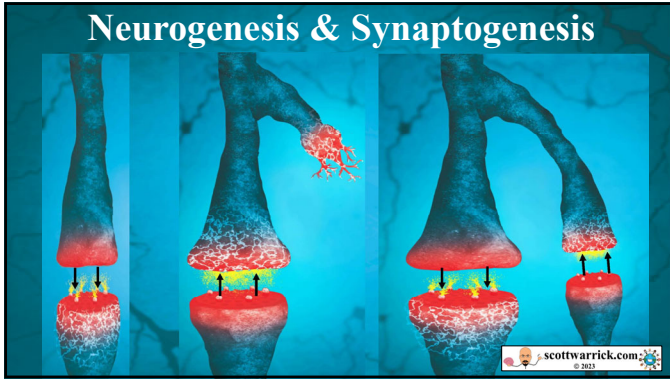
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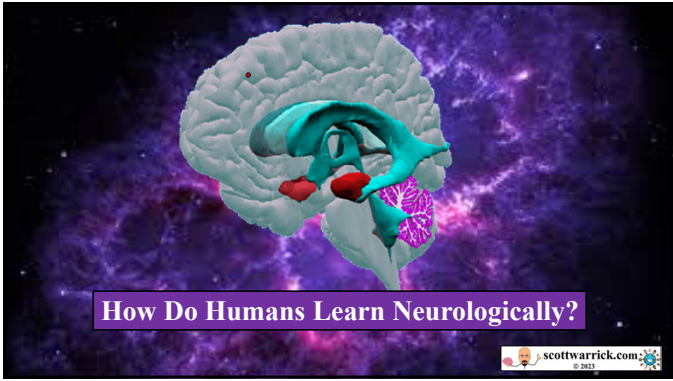
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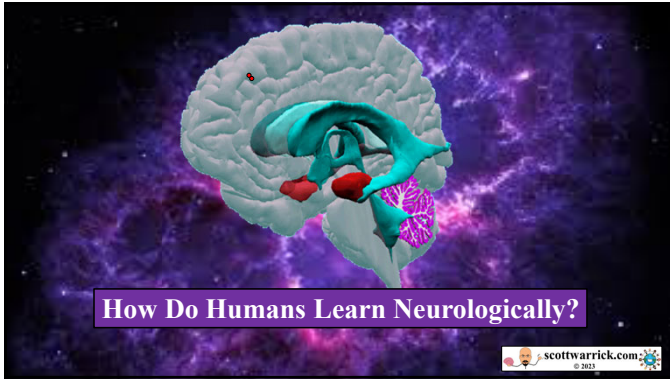
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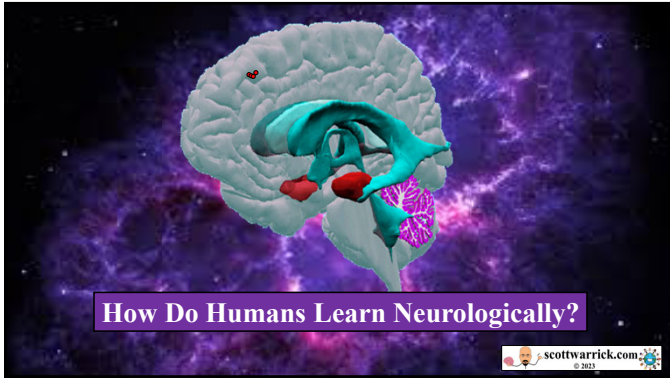
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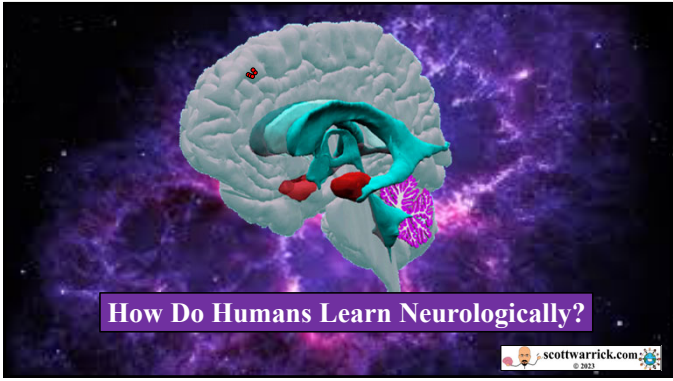
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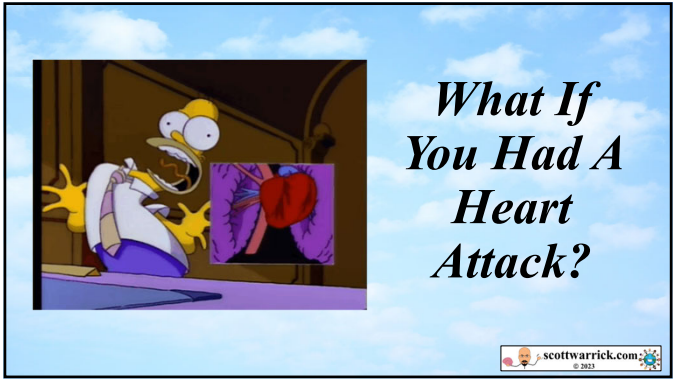
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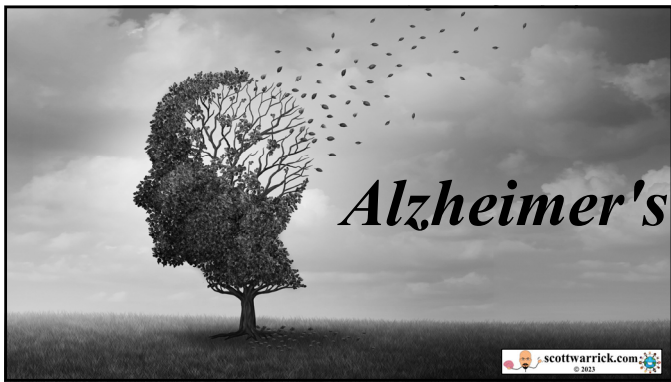
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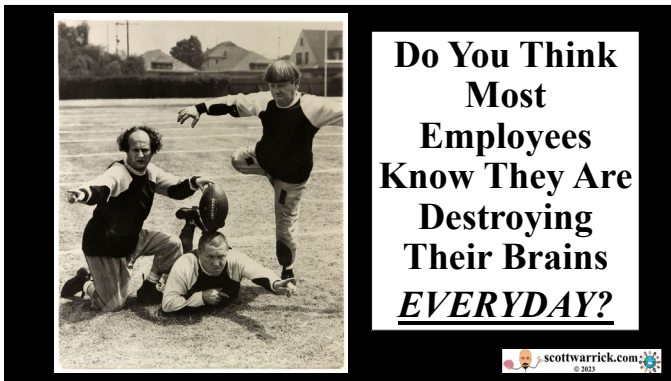
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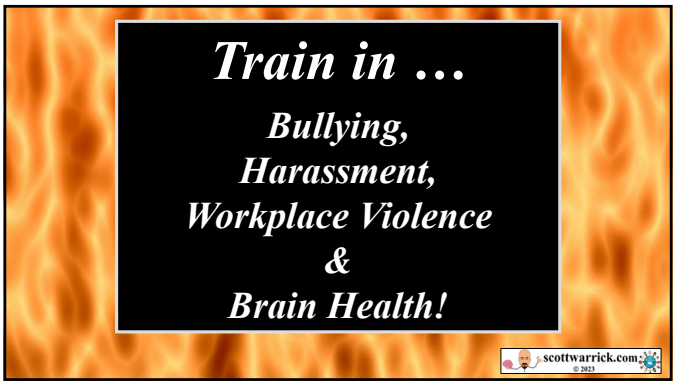
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The EEOC's 2016 Harassment Training Guidelines



WORKPLACE CIVILITY



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The EEOC's 2016 Harassment Training Guidelines



TOLERANCE
CONFLICT RESOLUTION
DEFINE "BULLYING"
BYSTANDER INTERVENTION
SOCIAL MEDIA



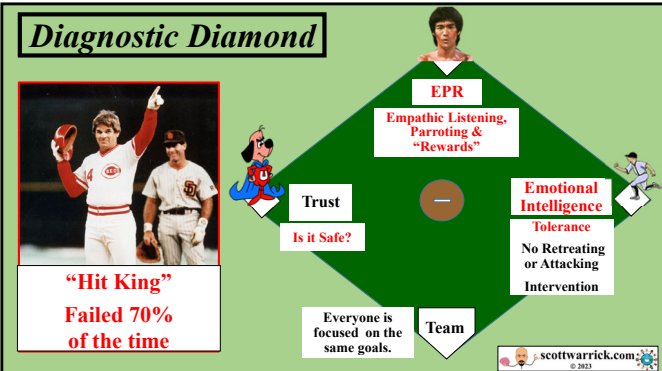
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Where Are We Going?




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Diagnostic Diamond




EPR
 Empathic Listening, Parroting & "Rewards"

Emotional Intelligence
 Tolerance
 No Retreating or Attacking Intervention

Team
 Everyone is focused on the same goals.

Trust
 Is it Safe?

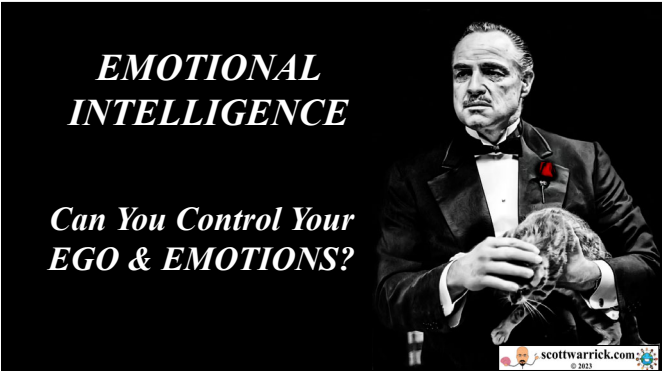

"Hit King"
 Failed 70% of the time



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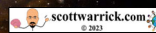
EMOTIONAL INTELLIGENCE

Can You Control Your EGO & EMOTIONS?

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You CANNOT Be EMOTIONALLY INTELLIGENT With A Damaged Brain!

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*What Is
TOLERANCE?
NOT
Persecuting Those
Who Are Different!*



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**How
TOLERANT
Are You?**



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EPR
Empathic Listening, Parroting & "Rewards"
"HOW CAN I HELP YOU?"

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**How
TOLERANT
Are You?**



Are You Making It SAFE?

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**What Kind of Environment
Are YOU Creating?**

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