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The MAJORITY of
employees do not
feel respected by
their leaders.

***Harvard Business Review*

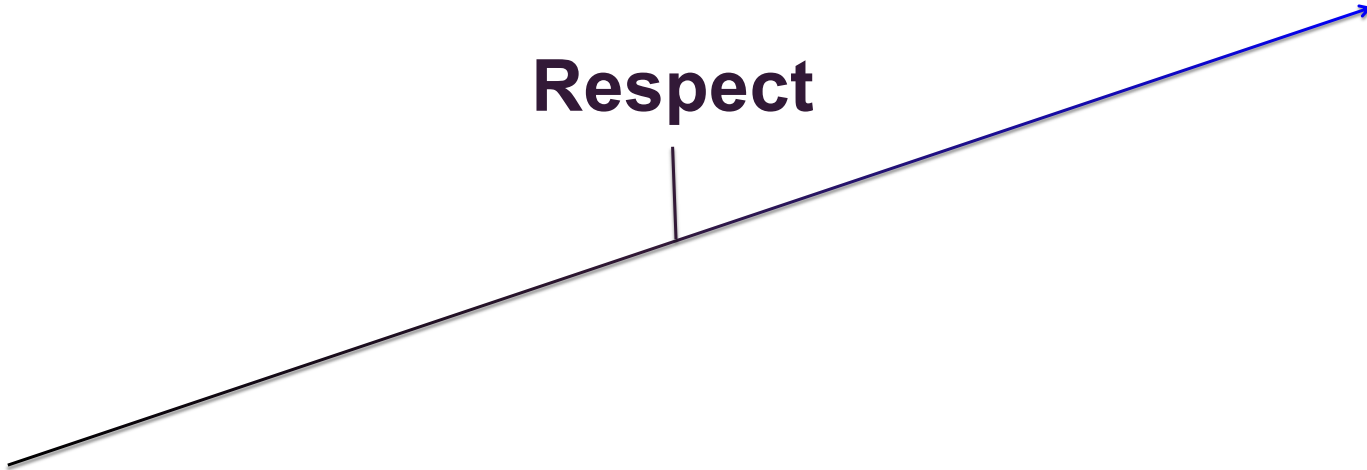
Cover Your LIABILITIES

Cultural Liability

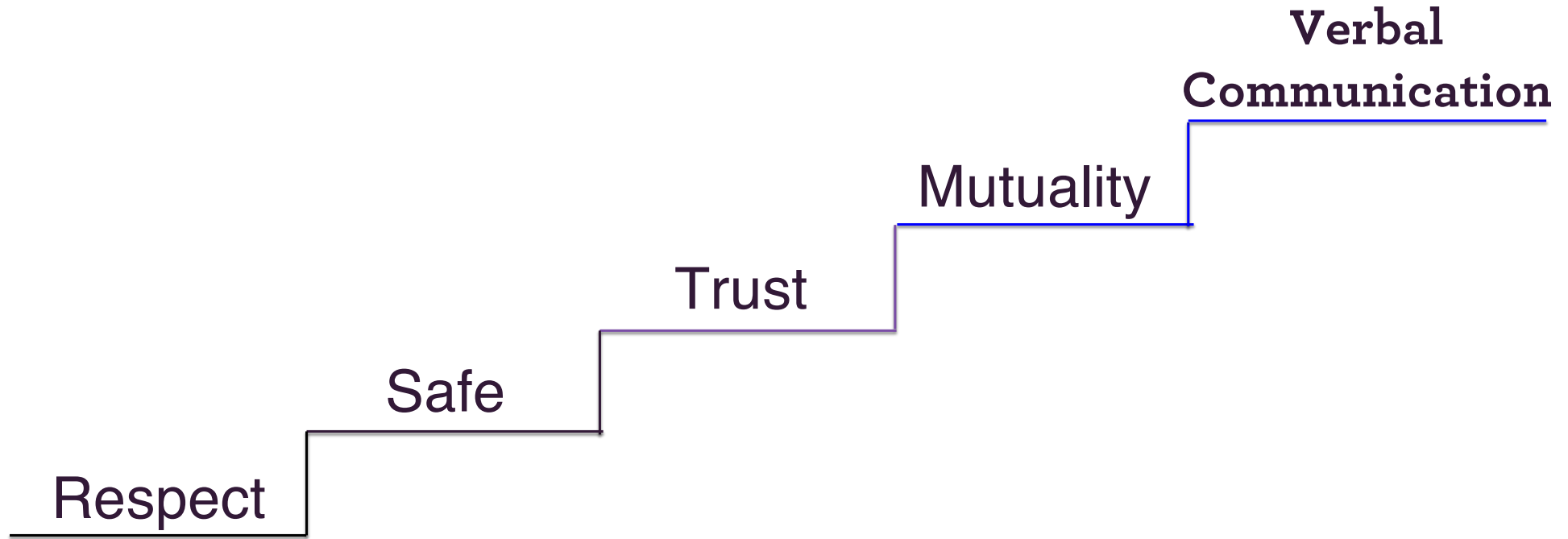
Mutually Amazing Relationships

Respect

Sexual Assault or Murder



Stairway to Mutually Amazing Relationships



IDENTIFY

To be
Disrespected.
What does it feel like?

Transform from Disrespect to RESPECT

- Dismiss or Degrade> Exploration.
- Overwhelm / Bulldoze> Let them lead.
- Deny Access> Include with Consistency.
- Dictator> Build Mutuality.
- Distracted Multi-Tasker> Pause & Focus.
- Identity / Age Bias> Equal Opportunities.
- Silence> Share You Need Time.
- Interrupt> Patience. Listen.
- Fixer> Empower & Trust.

Choose RESPECT

*Exploration over
degradation.*

Choose RESPECT

“Failure to be inclusive of ideas and people keeps your organization isolated from new solutions, growth, and leaders.”

Choose RESPECT

“Bring your teammate into the vision and build MUTUALITY.”

Choose RESPECT

*“Your eyes tell me if you are
listening and whether
I matter.”*

Choose RESPECT

*“Equality means
equal opportunity
for each person.”*

Choose RESPECT

*“Efficiency is lost when
pain is caused.”*

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Being Proactive

**Own it before
you do it.**

What to say:

“If I ever _____, know that is about ME not being centered in the moment and is not about you. In fact, I want you to be able to tell me.”

The ULTIMATE Exercise

TRIGGERS

Theirs & Yours

a Trigger:

When a single moment of degradation or disrespect activates memories and/or emotions of previous trauma.

TO INTERVENE

WHO is worth intervening for?

WE CARE

Every human being
deserves to be treated
with dignity and respect.

“What were you hoping was going to be the outcome of you making that statement?”

**“Knowing you, I don’t
believe you meant for your
words to have the impact
they had in that moment.”**

WORSE CASE SCENARIOS

- 1. Name the Danger**
- 2. Team Up & Check-In**
- 3. Distract & Remove.**
- 4. Stay Calm & Focused.**

IDENTIFY

To be
Respected.

What does it feel like?

Every person is
empowered to say
'YES' or 'No.'

To LEAD with Respect:

What actions and/or words have survivors of workplace degradation or disrespect seen from you that tells them you deeply care about them personally and you are committed to the organization having a Culture of Respect?

**“Thank you for sharing!
To best support you, I want
to make sure you get all
the resources available.”**

DAILY ACTIONS

DAILY ACTIONS TO DO

- Exploration.
- Let them lead.
- Include with Consistency.
- Build Mutuality.
- Look them in the Eyes.
- Create Equal Opportunity.
- Share You Need Time.
- Patience. Listen.
- Empower & Trust.

CHAMPIONS of RESPECT™

**How often is “Respect”
mentioned in your
organization’s
Core Values?**

“Respect: We seek to create an organization in which each individual is treated with respect, dignity and compassion every time, every day. Treating people with respect requires an appreciation of individual differences and an understanding of cultural and ethnic diversity.”

Jodi Daly, PhD

Comprehensive
HEALTHCARE



#MeToo

Fears,

#TimesUp

Pushback &

Victim-Blaming

Snowflakes

Political
Correctness

What is YOUR WHY?



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