



**CREATING A
“SAFE”
WORKPLACE**

*Scott Warrick,
JD, MLHR, CEQC, SHRM-SCP*

www.scottwarrick.com

1

DO WE LABEL PEOPLE?



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2

Do You

**RUSH
TO
JUDGMENT?**

3

Do **FACTS** Only
Get In The Way
Of A
“Good” Opinion?

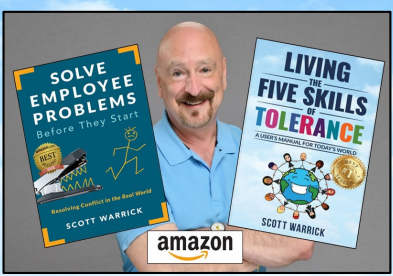
4



<https://scottwarrick.com/living-the-five-skills-of-tolerance/>

NEW TITLE?

5



**FREE
Lunch &
Learn Videos
Are Posted!**

[\(https://scottwarrick.com/living-the-five-skills-of-tolerance/\)](https://scottwarrick.com/living-the-five-skills-of-tolerance/)

<https://scottwarrick.com/>

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#1 BEST SELLER IN ALL THESE CATEGORIES



LIVING THE FIVE SKILLS OF TOLERANCE
A USER'S MANUAL FOR TODAY'S WORLD
SCOTT WARRICK

- #1 in Business Management
- #1 in Education
- #1 in Education and Teaching
- #1 in Human Resource Management
- #1 in Leadership
- #1 in Minority Studies
- #1 in Organizational Change
- #1 in Race Relations
- #1 in Religious Intolerance
- #1 in Religious Studies
- #1 in Teacher Resources
- #1 in Training
- #1 in Workplace Culture

<https://scottwarrick.com/> **CLICK HERE FOR MORE INFO**

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Also, don't forget to sign up for my

EMAIL ALERTS
<https://scottwarrick.com/mailling-list/>

and

FREE LUNCH & LEARNS
<https://scottwarrick.com/products/open-enrollment-courses/>

<https://scottwarrick.com/>

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SCOTT'S FREE HR/LEGAL PODCASTS

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Why Are We Here?

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Where Are We Going?



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TRUST:
Is
It
SAFE?

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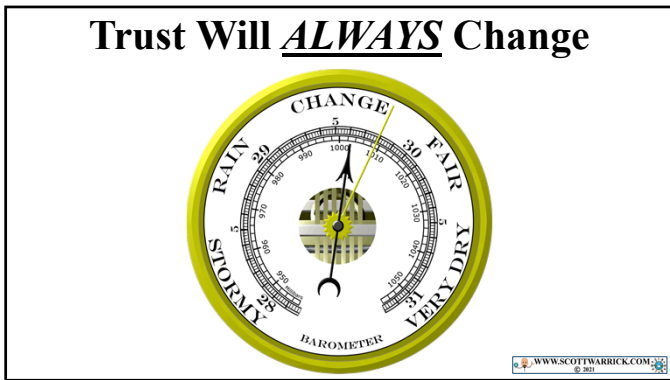
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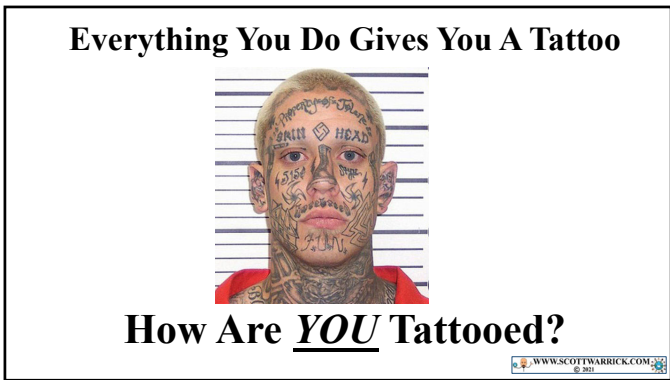
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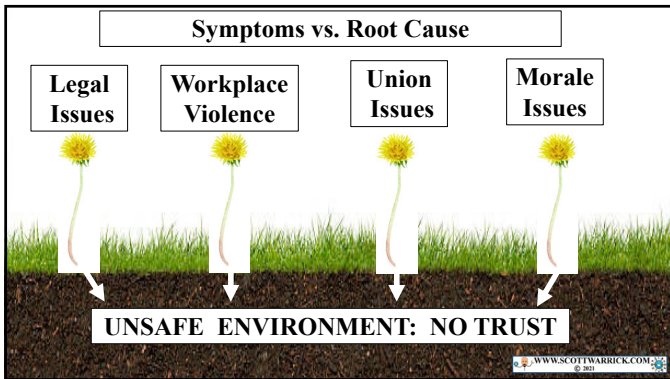
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What Are Our Workplaces Like?

Staff Squared reports that 85% of employees HATE their jobs



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What Are Our Workplaces Like?

2018 Gallup Poll: Only About 34% Of All Americans Are ENGAGED


2018 Gallup Poll: 13% Are Actively DISENGAGED



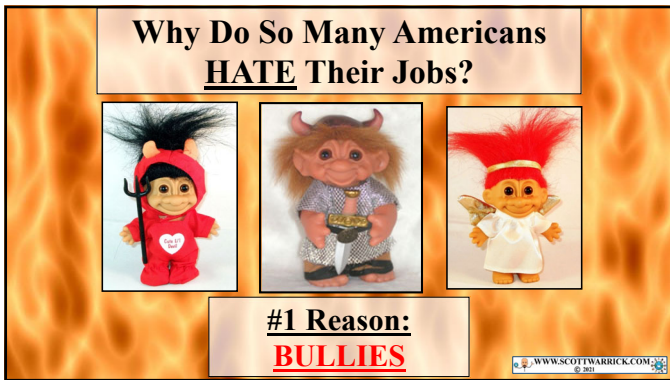
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Why Do So Many Americans HATE Their Jobs?



#1 Reason: BULLIES



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Forbes Magazine

#1 Reason Strategic Goals Fail?

They Were Not Executed By The Employees



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Has This Changed The World?



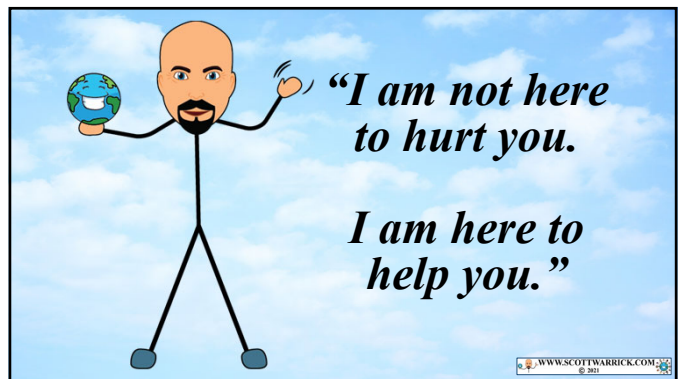
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“I am not here to hurt you.

I am here to help you.”

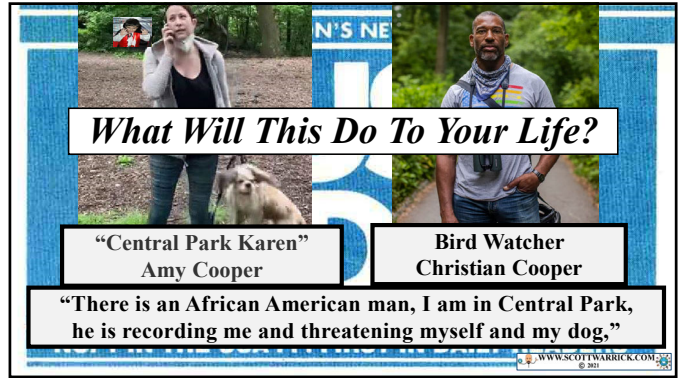


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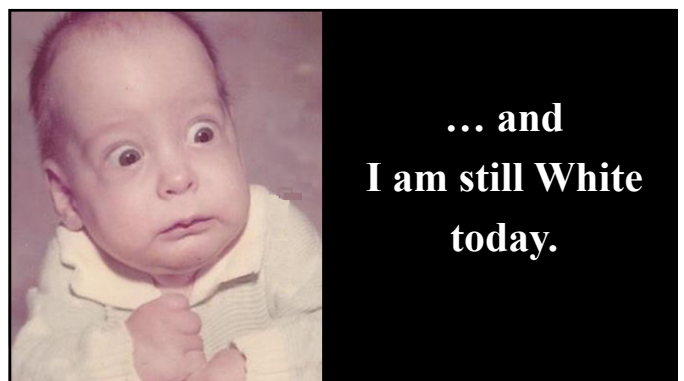
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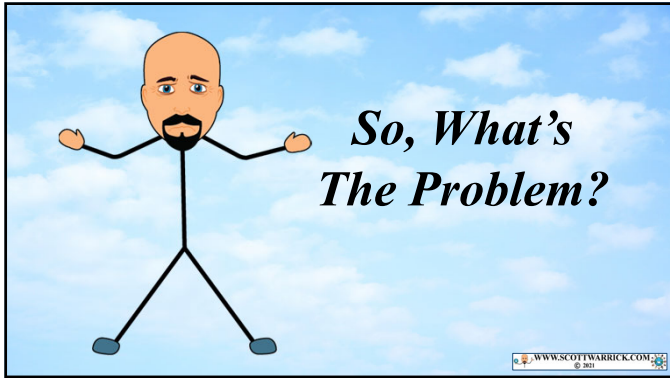
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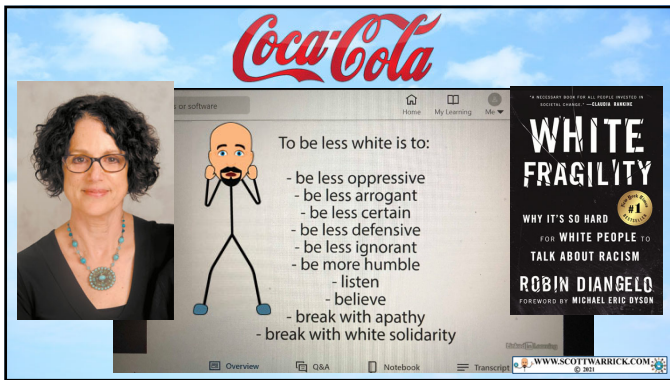
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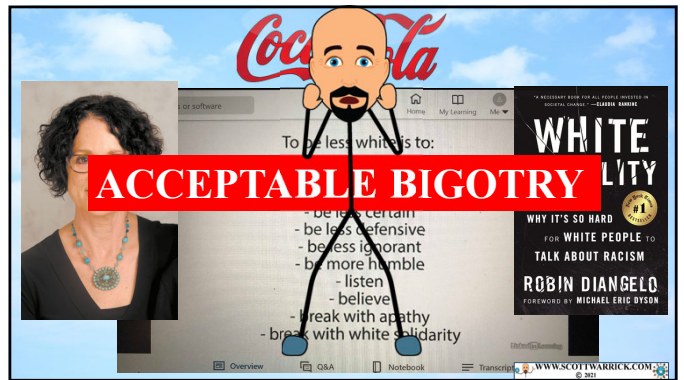
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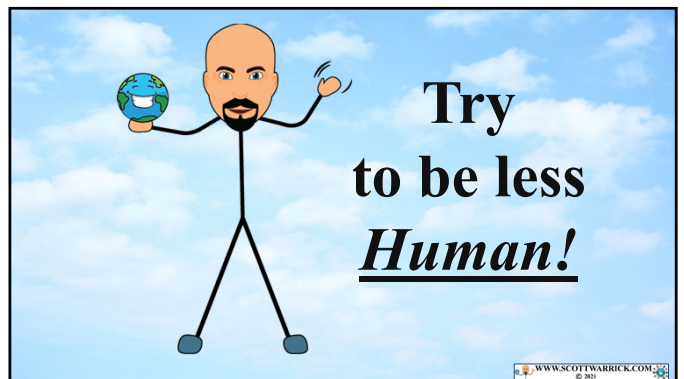
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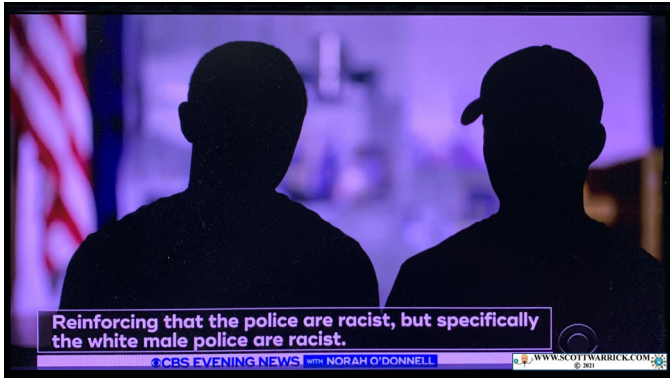
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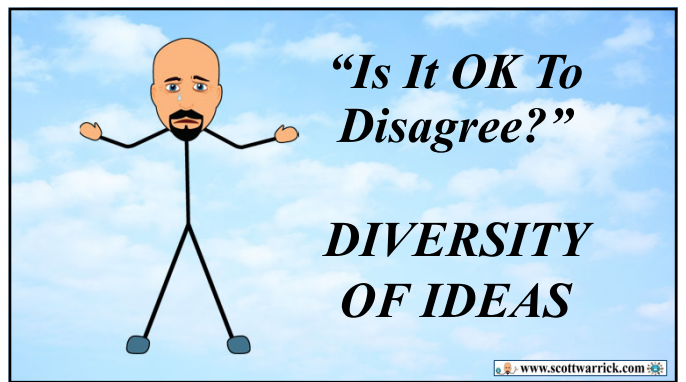
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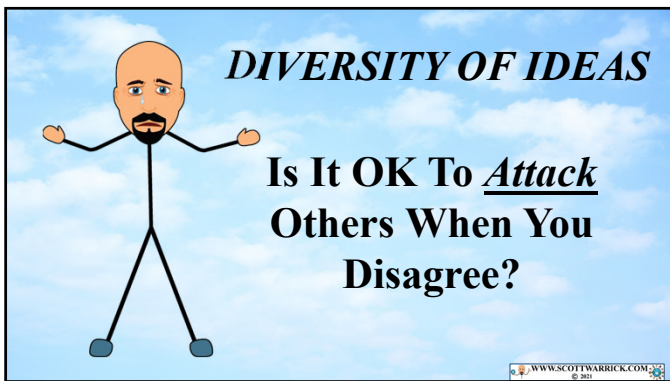
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CRITICAL RACE THEORY



Gratz v. Bollinger,
123 S.Ct. 2411 (2003)

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How Many People Live In Poverty?

Whites =	25,007,000
Hispanics =	10,409,000
Blacks =	8,472,000
Asians =	1,629,000

*** How People Identify**

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According to the U.S. Census:

Almost three times as many White people live in poverty as do Black people.

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Percentage INCREASE of People Living In Poverty?

Hispanics =	1.3% increase
Whites =	0.9% increase
Blacks =	0.8% increase
Asians =	0.7% increase

*** How People Identify**

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According to the U.S. Census:

About six times more Whites fell into poverty from 2019 to 2020 than did Blacks ...

And a higher percentage of Whites fell into poverty than did Blacks.

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White males accounted for 69.38% of suicide deaths in 2019 ...

Even though White males only make up 30% of the U.S. population.

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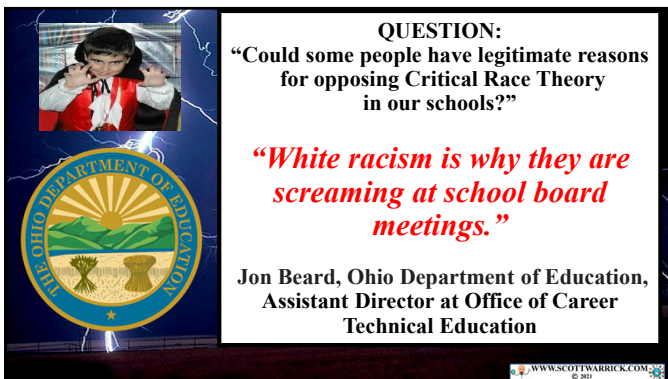
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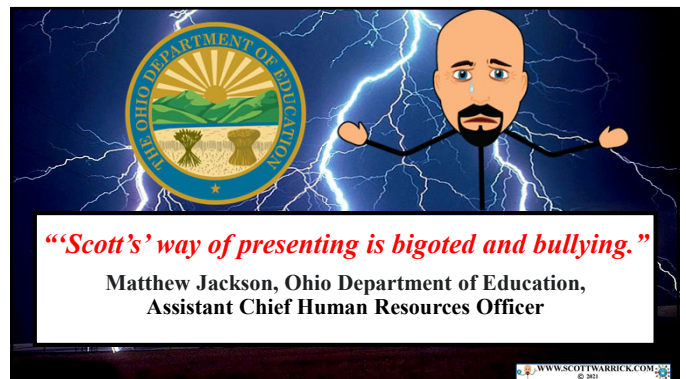
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Reader

★★★★★ **Be very cautious**

Reviewed in the United States on August 2, 2021

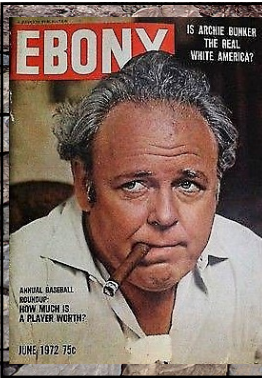
Author highlighted this book as the basis for presentations he's been doing on Critical Race Theory (vs Tolerance & Implicit Bias). Claims #1 "ratings" in a whole list of areas (according to whom he does not say). He is frankly just reinforcing a lot of misconceptions about CRT (based on a couple snippets from a couple of authors) and privilege. Claims CRT (or "white bashing") is causing a backlash. Cites some research about "diversity training" being ineffective. Yet--his is a classic example of very poorly done "diversity training."

One person found this helpful



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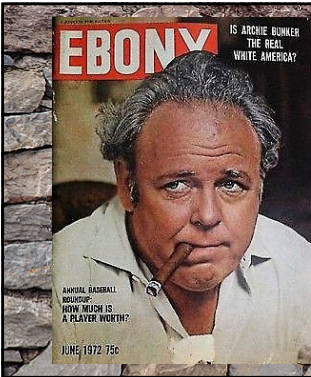
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What Is A "BIGOT"?

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BIGOTRY:


Whenever someone is not tolerant of views, beliefs, or behavior that differ from one's own.

~ Google Dictionary


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When one set of radicals go 180 degrees to the right,




And the other set of radicals go 180 degrees to the left,



People Attacked

=



People Cancelled

They meet in the MIDDLE and become the same.


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Fascism

The "forcible suppression of opposition"

~ Dictionary.com



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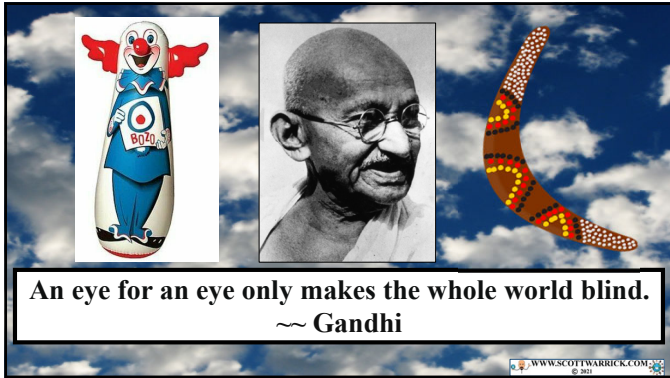
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Do You Care If You Get Kicked With The LEFT Foot Or The RIGHT?

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Living The Skills of Tolerance

- Emotional Intelligence/Tolerance Is **REQUIRED!**
- Overcome Your Subconscious Brain & Resolve Conflict (**VERBAL JEET: EPR**)
- Identify & Stop Bullying
- Understanding Real Differences vs. Stereotypes & Myths
- Don't Be An ENABLER! **SPEAK UP!**

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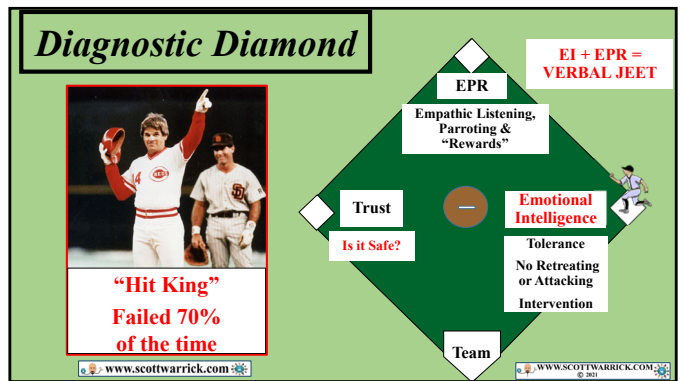
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EMOTIONAL INTELLIGENCE

Can You Control Your EGO & EMOTIONS?




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EMOTIONAL INTELLIGENCE

Build Relationships



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The #1 factor that will determine how ...


SUCCESSFUL

you are & how

HAPPY

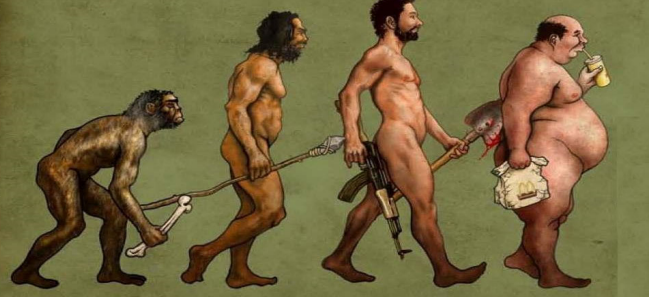

you will be is your

EQ ... NOT your IQ!



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Have We Evolved?


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Yabba, Dabba Doo!

I didn't get EATEN today!

71



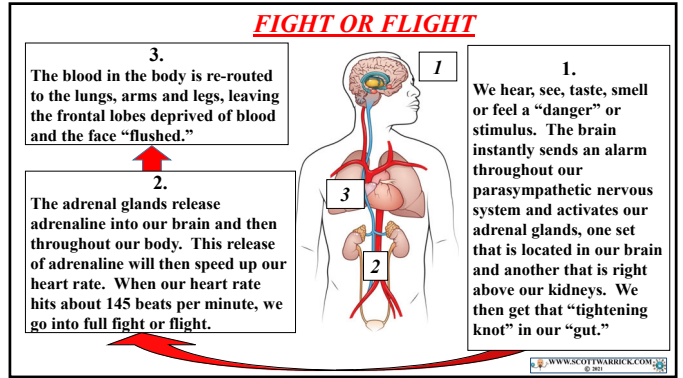
**Which is Stronger...
Logic or Emotions?**



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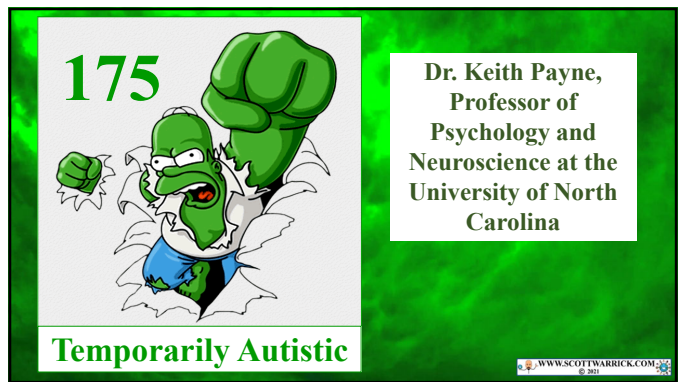
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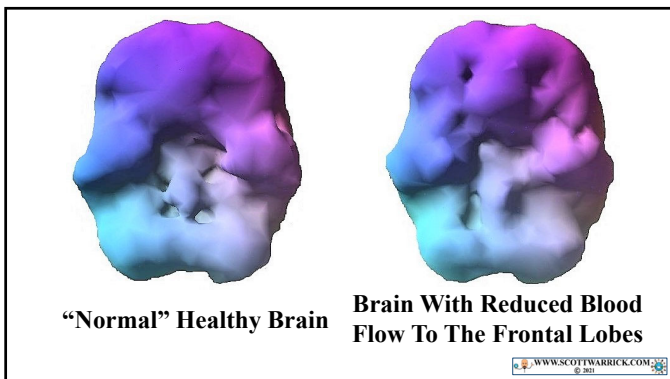
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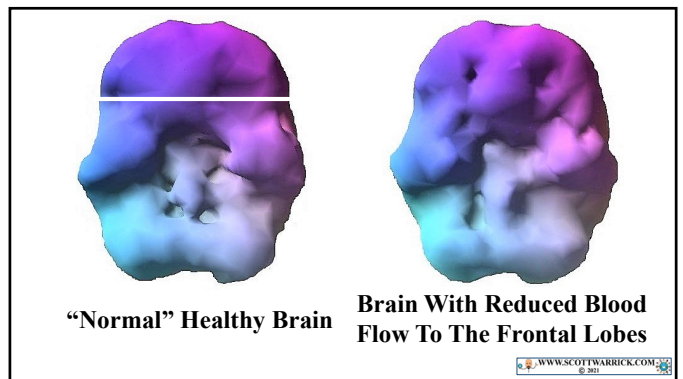
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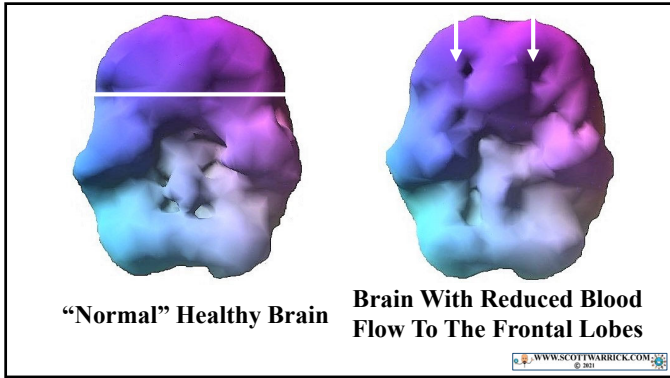
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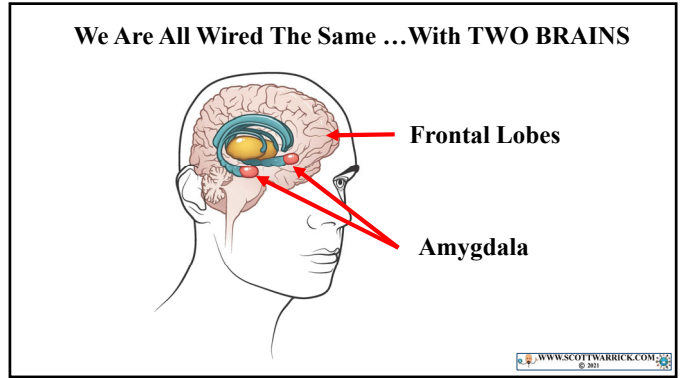
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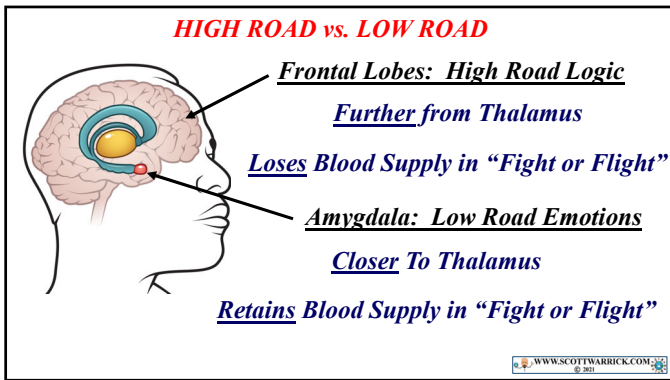
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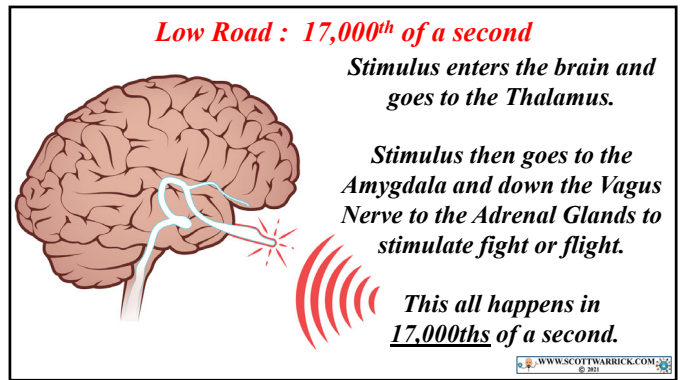
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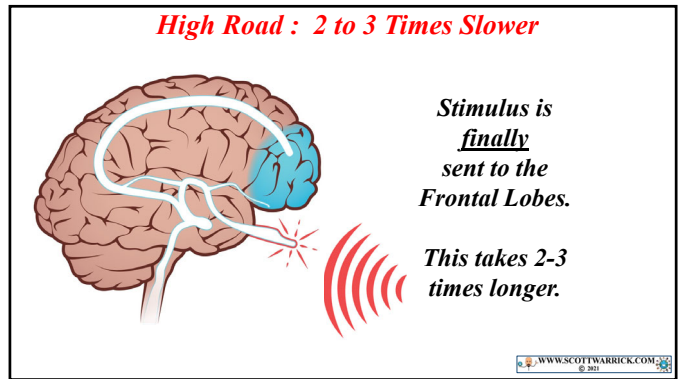
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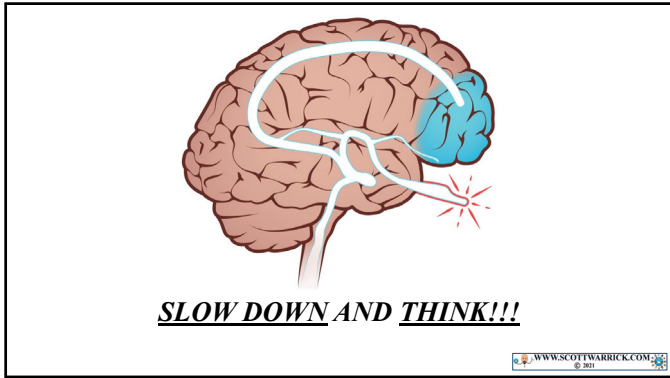
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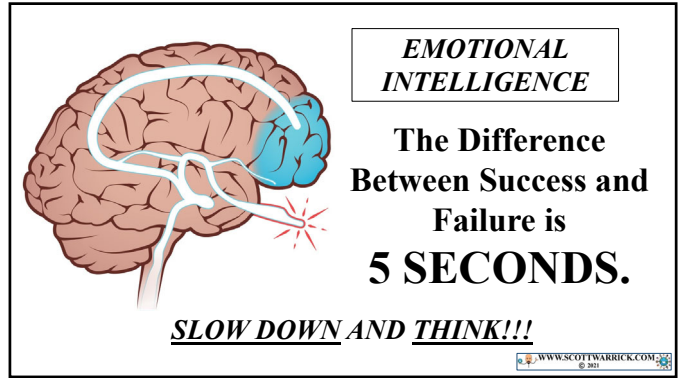
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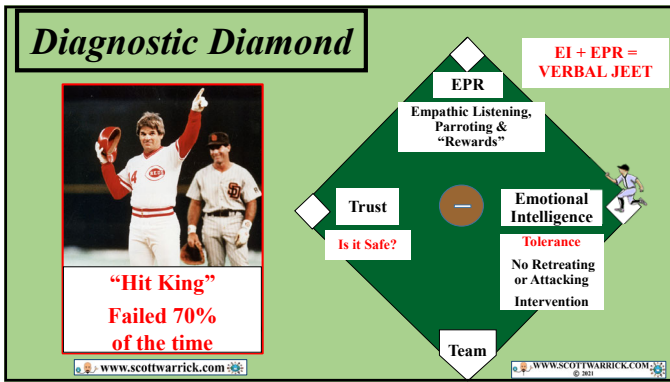
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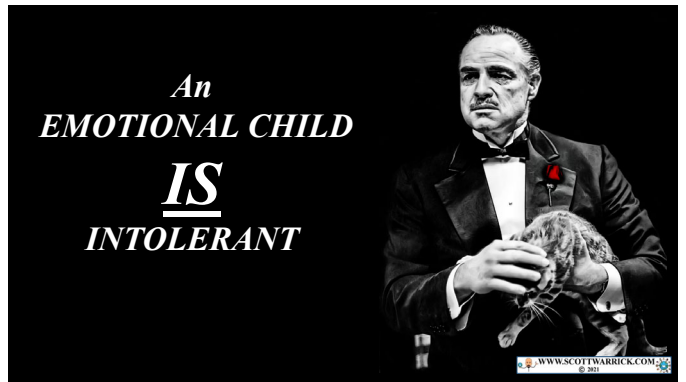
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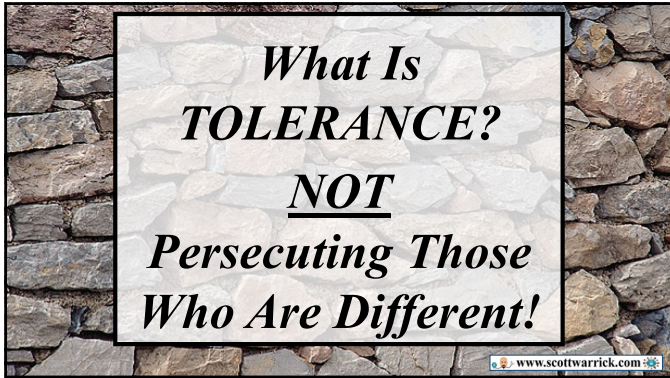
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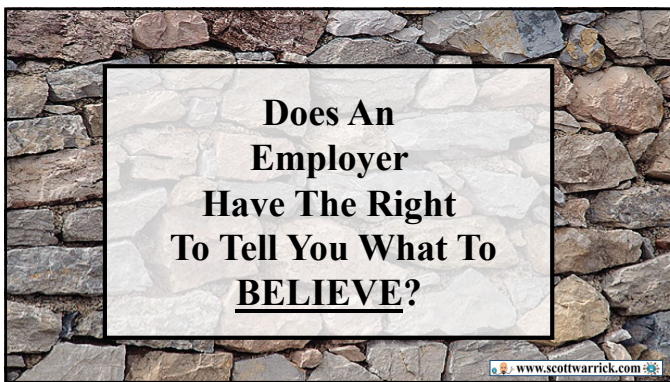
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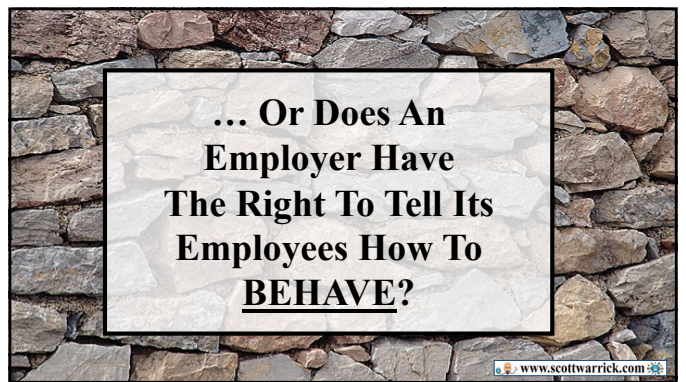
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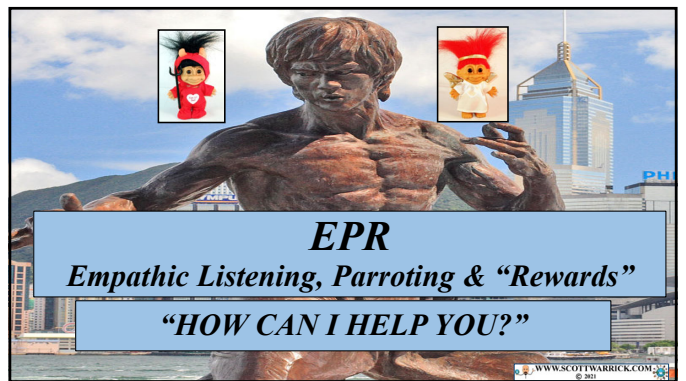
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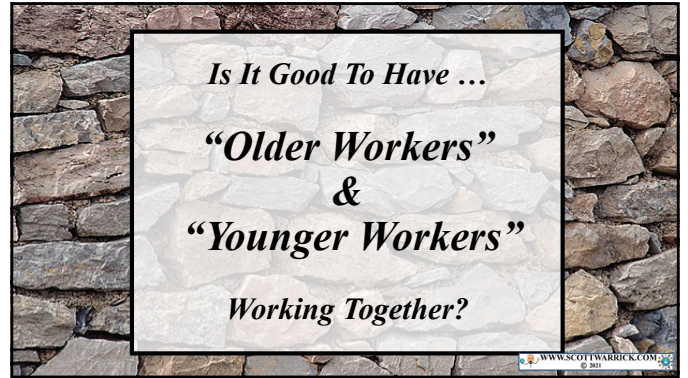
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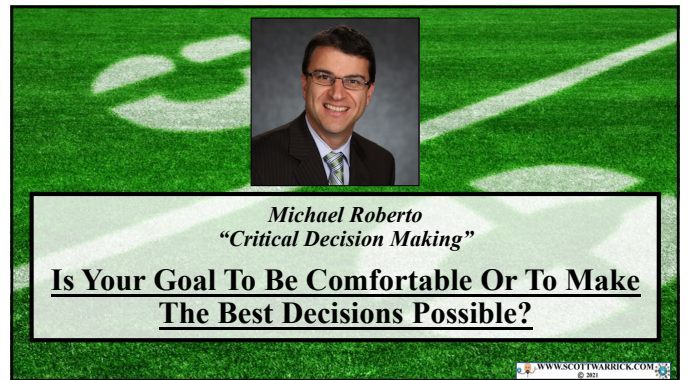
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LEGAL/ILLEGAL vs. RIGHT/WRONG

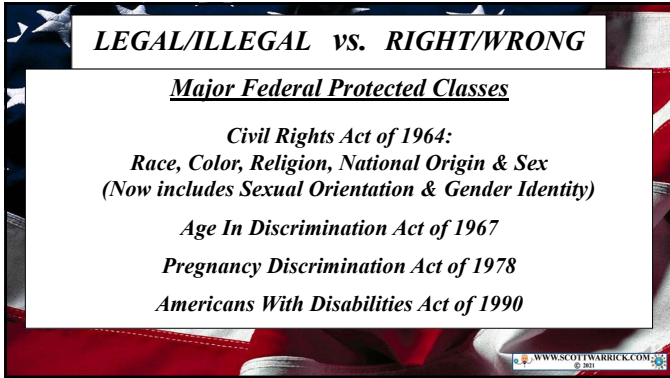
Major Federal Protected Classes

*Civil Rights Act of 1964:
Race, Color, Religion, National Origin & Sex
(Now includes Sexual Orientation & Gender Identity)*

Age In Discrimination Act of 1967

Pregnancy Discrimination Act of 1978

Americans With Disabilities Act of 1990



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**BULLYING
(Unwelcome & Offensive)**

vs.

**HARASSMENT
(Illegal)**



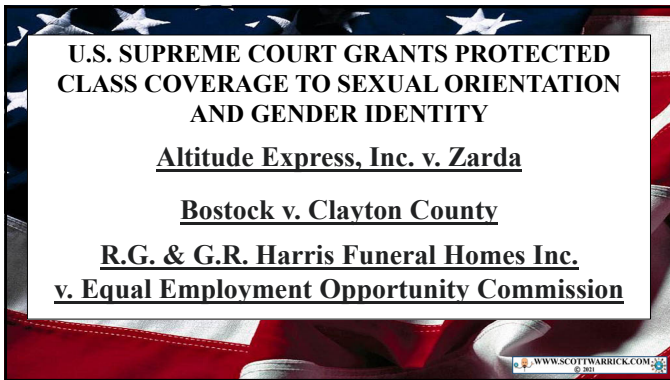
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U.S. SUPREME COURT GRANTS PROTECTED CLASS COVERAGE TO SEXUAL ORIENTATION AND GENDER IDENTITY

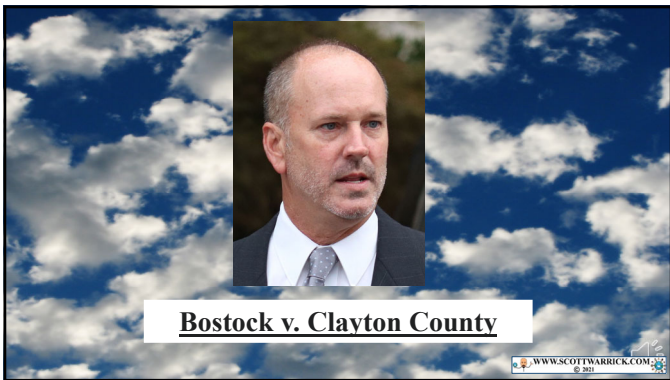
Altitude Express, Inc. v. Zarda

Bostock v. Clayton County

R.G. & G.R. Harris Funeral Homes Inc. v. Equal Employment Opportunity Commission



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Bostock v. Clayton County

106



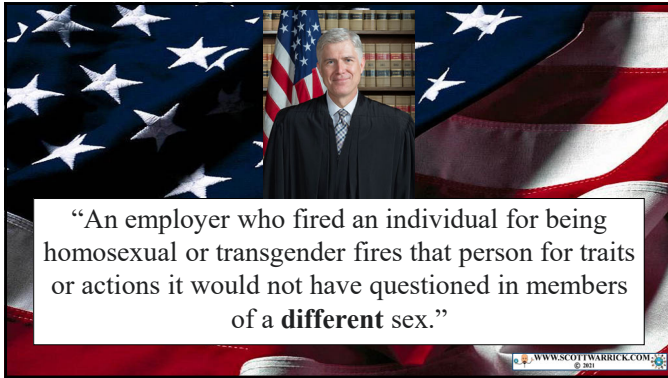
Altitude Express, Inc. v. Zarda

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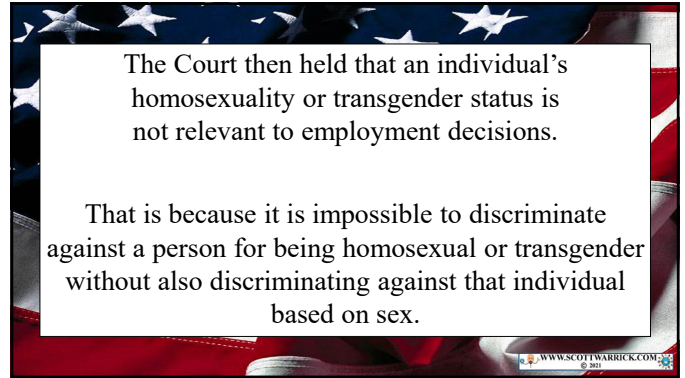


R.G. & G.R. Harris Funeral Homes Inc. v. EEOC

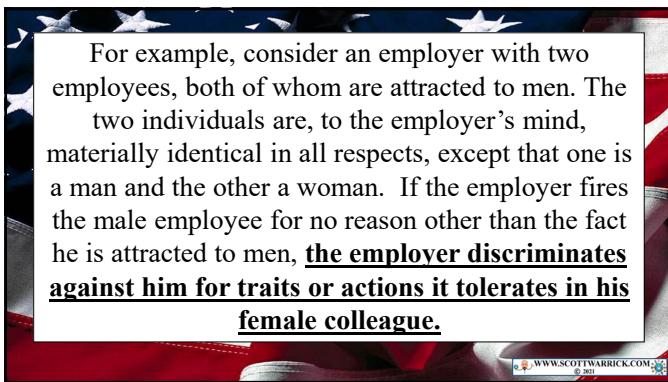
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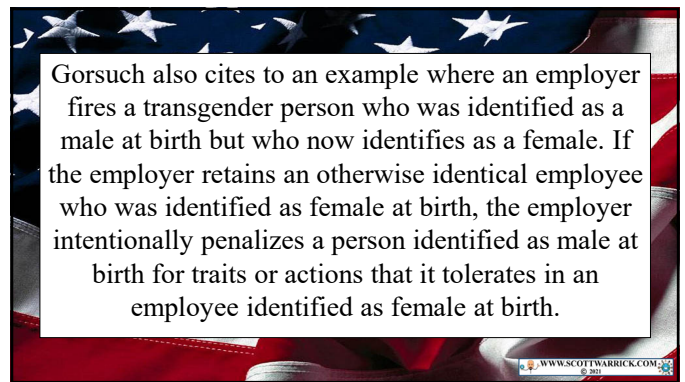
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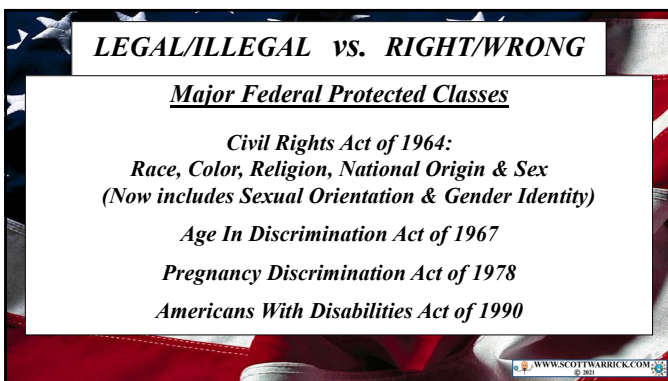
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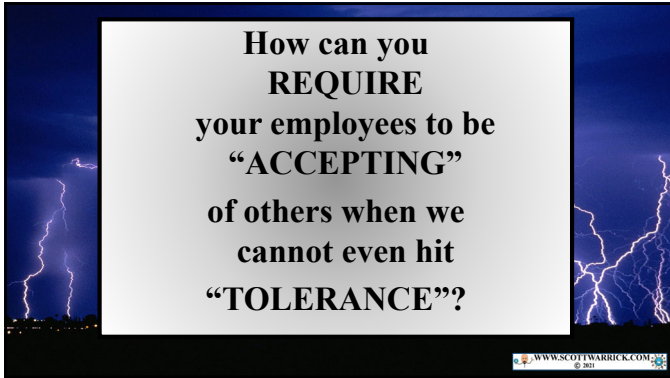
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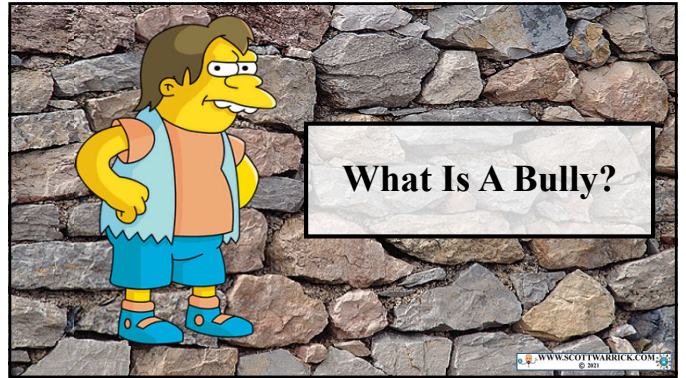
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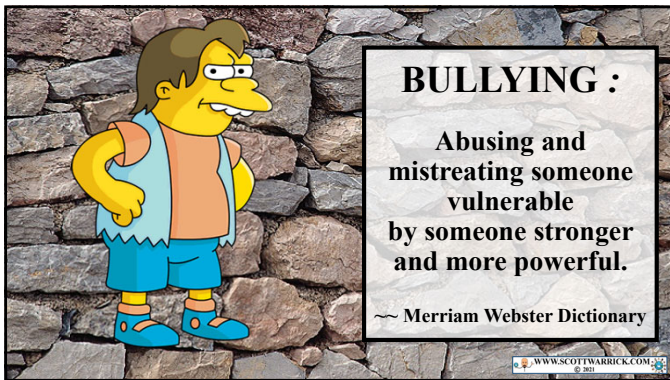
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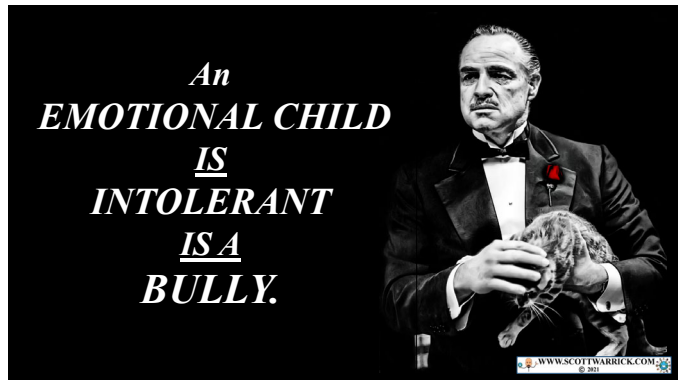
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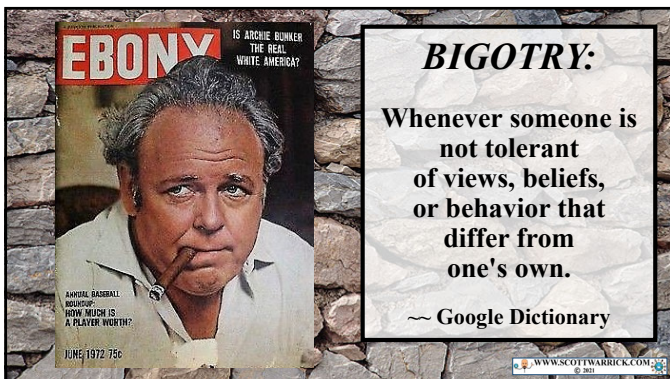
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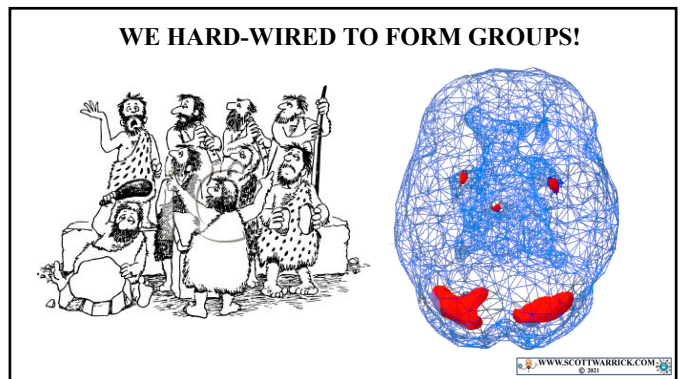
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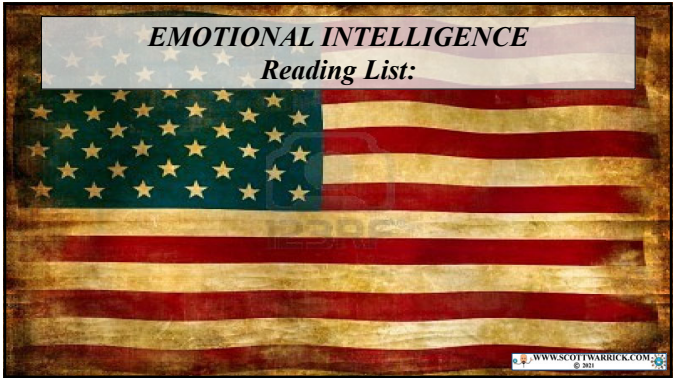
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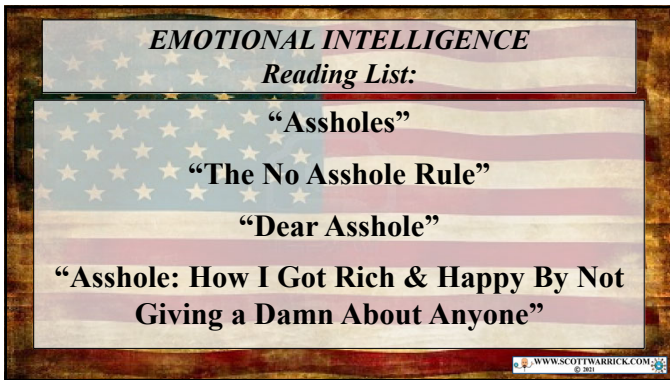
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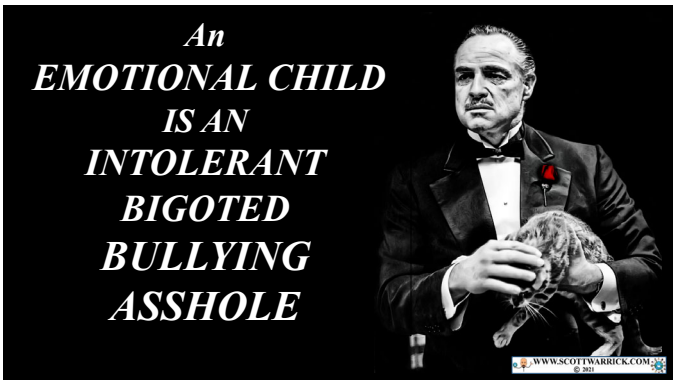
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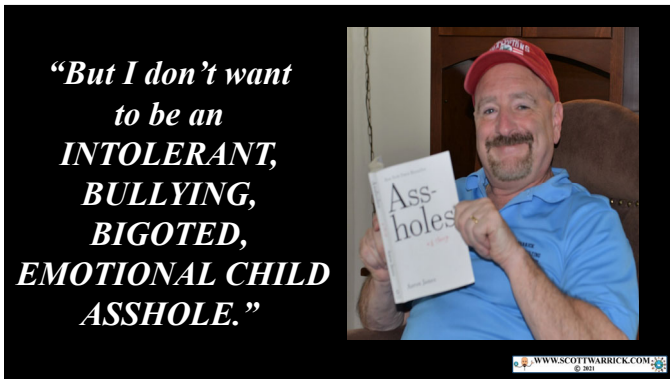
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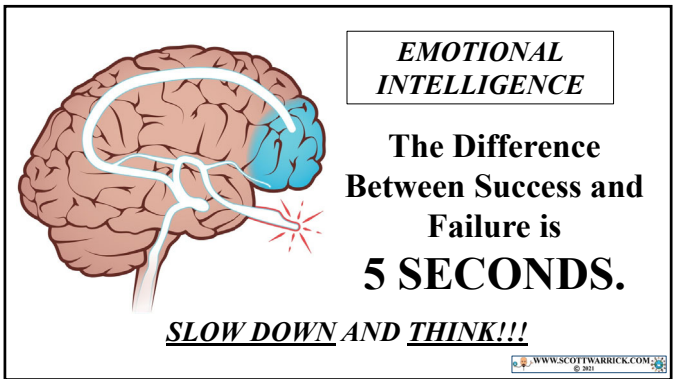
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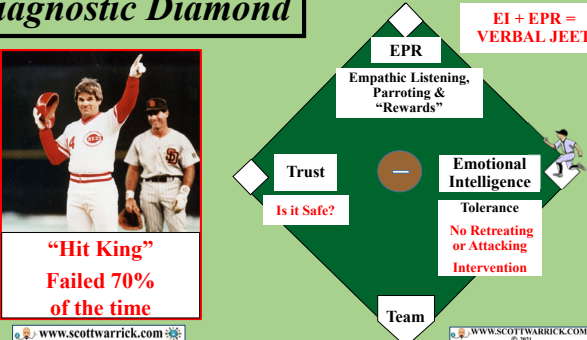
SELF-REGULATION
Is Key.

“You always think your hair looks good until you look in the mirror.”

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Diagnostic Diamond



EI + EPR = VERBAL JEET

EPR
Empathic Listening, Parrotting & “Rewards”

Trust
Is it Safe?

Emotional Intelligence
Tolerance
No Retreating or Attacking Intervention

Team


“Hit King”
Failed 70% of the time

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EMOTIONALLY INTELLIGENT COMMUNICATORS


PITCHERS & CATCHERS
The Senders



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Three Pitching Styles



Attackers **Honest Respectful Communicators** **Retreaters**

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Three Pitching Styles



Attackers **Honest Respectful Communicators** **Retreaters**

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Retreaters

“I’m a nice person.
I would NEVER say anything to your face...”



“I wait until you leave!”

ANGEL PITCHERS

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Are YOU HONEST?



Do **YOU** SEEK OUT Others When There Is CONFLICT ...
Or Do You Just STAB Them In The Back When They Are Not Around?

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Nice People Stink!

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When bystanders intervene, bullying stops within **10 seconds 57%** of the time.



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Is It OK To Keep Quiet About Sexual Harassment If Your Biggest Producer Is The One Doing It?



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Who Is Responsible?

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Is It OK To Keep Quiet About A Bully In Your Organization If He Is Not Bullying You?

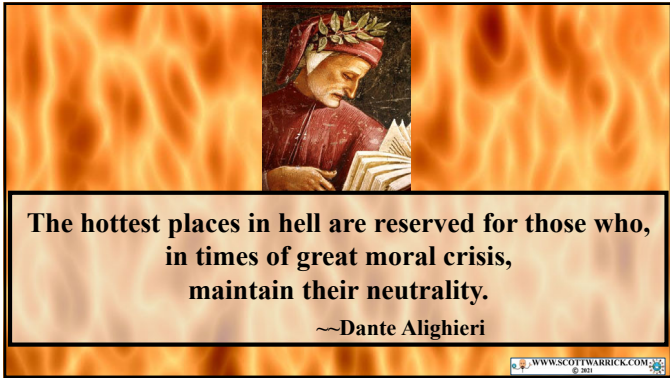


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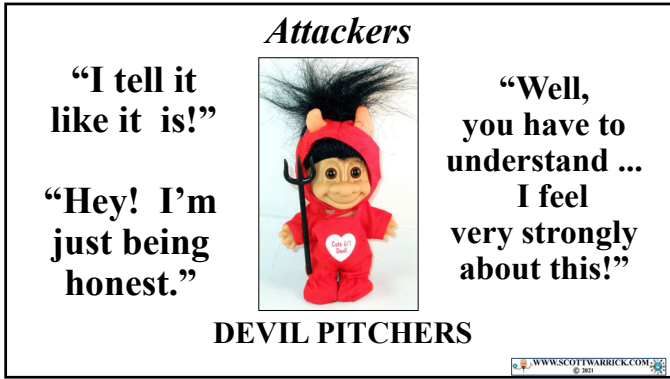
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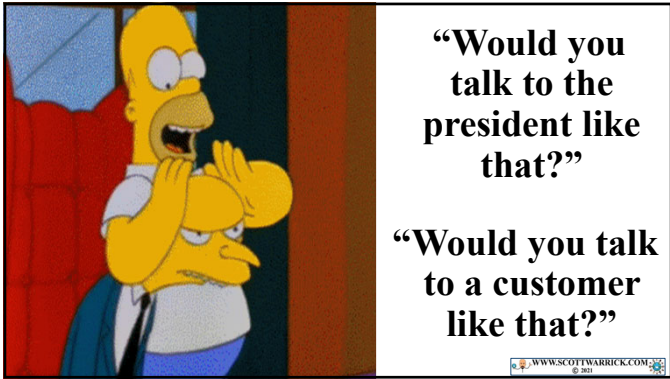
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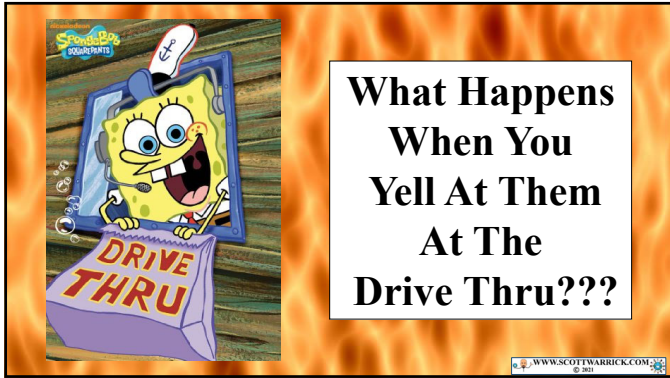
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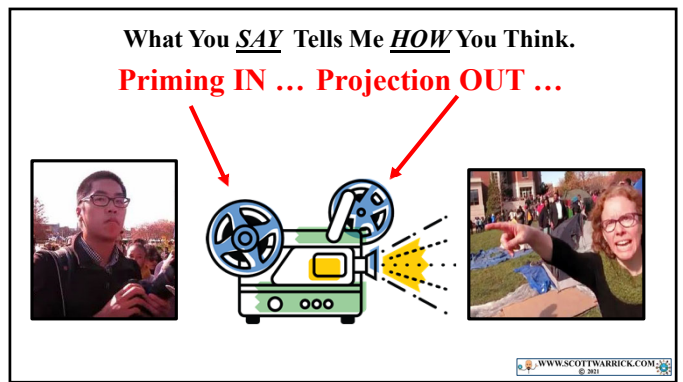
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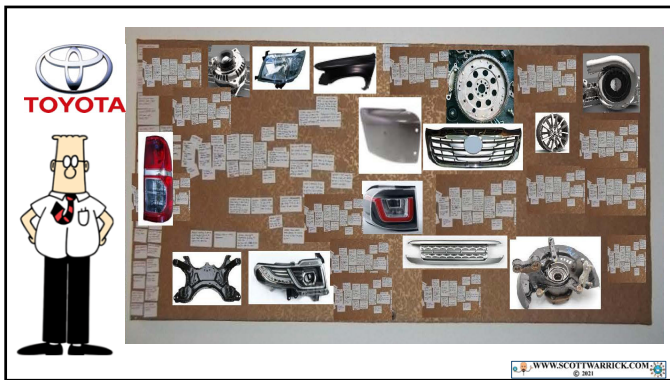


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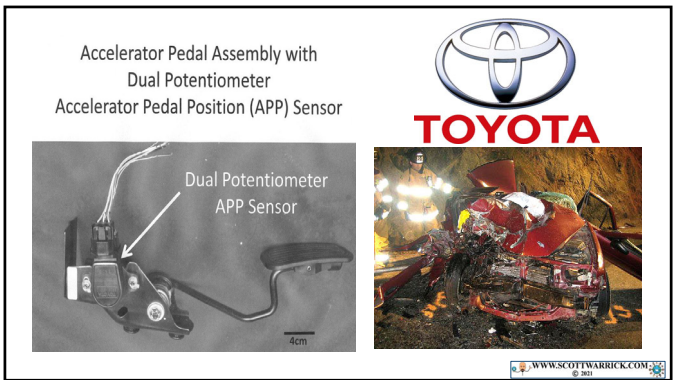


What would you do?

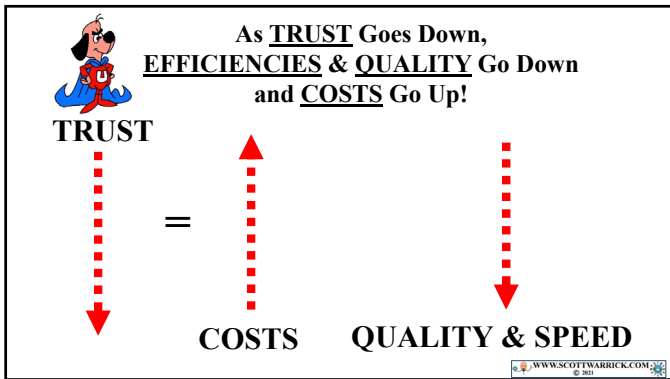
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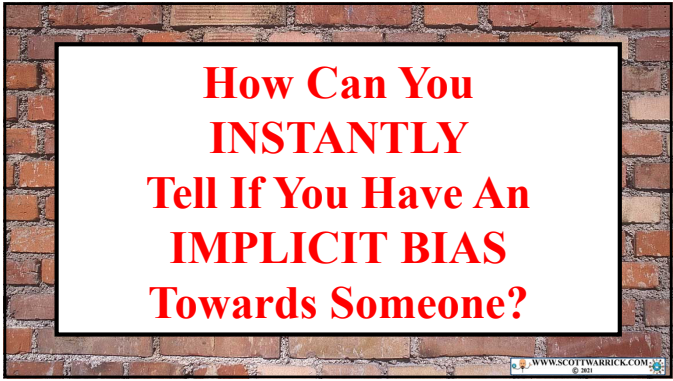
155

- Living The Skills of Tolerance**
- Emotional Intelligence/Tolerance Is **REQUIRED!**
 - **Overcome Your Subconscious Brain & Resolve Conflict (VERBAL JEET: EPR)**
 - Identify & Stop Bullying
 - Understanding Real Differences vs. Stereotypes
 - Don't Be An **ENABLER!** **SPEAK UP!**

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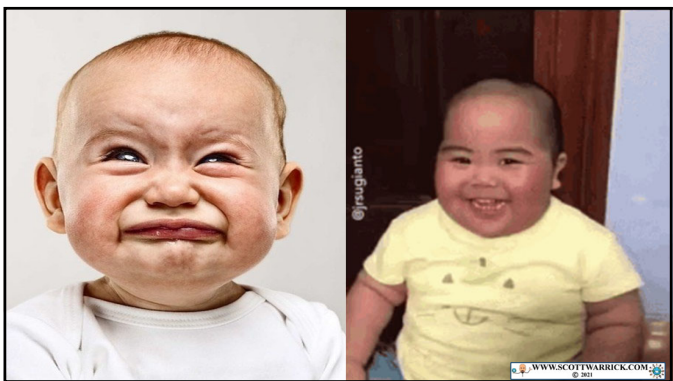
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The Powerful Subconscious Brain

Hippocampus:
Short-term
memory
Transmitter

Amygdala:
Fight or Flight
sentinel

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The Mighty Subconscious

CONSCIOUS MIND
5%

SUBCONSCIOUS MIND
95%

Bruce Lipton Ph.D.

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How We View The World

Priming IN ...
(Implicit Bias)

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How We View The World

Priming IN ...
(Implicit Bias)

Projection OUT ...
(Confirmation Bias)

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**“PREJUDICE”
Comes From
“PRE-JUDGE”**

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*Do You
Objectify
Others?*

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When We Do Not Understand
Each Other ...
WE "FILL IN" WHAT WE DO
NOT KNOW WITH:
STEREOTYPES!

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Do You Use An
"MSU" File?
("Make Stuff Up" File)

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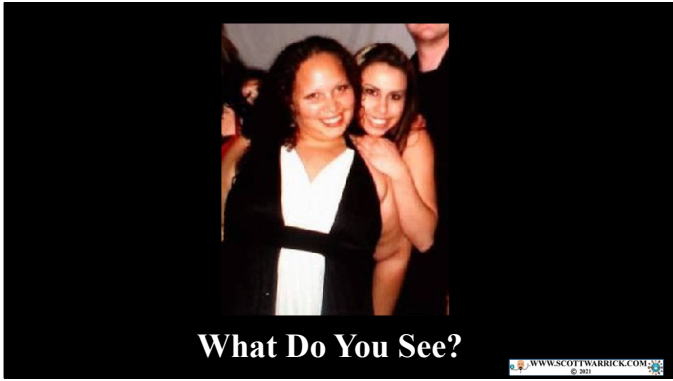
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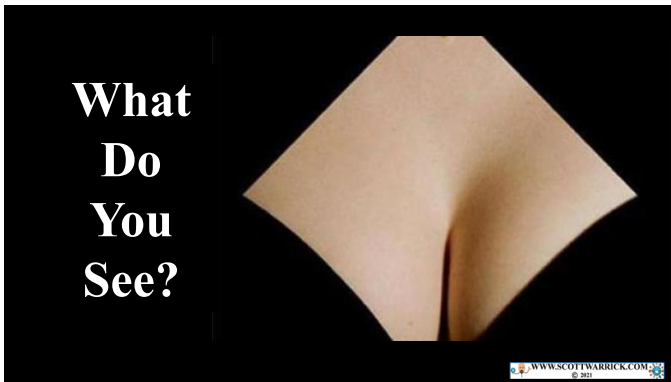
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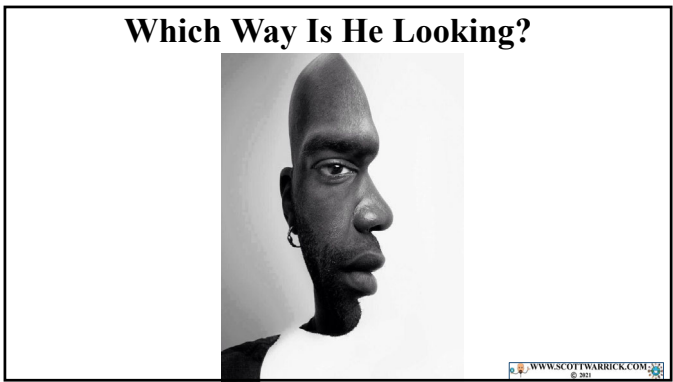
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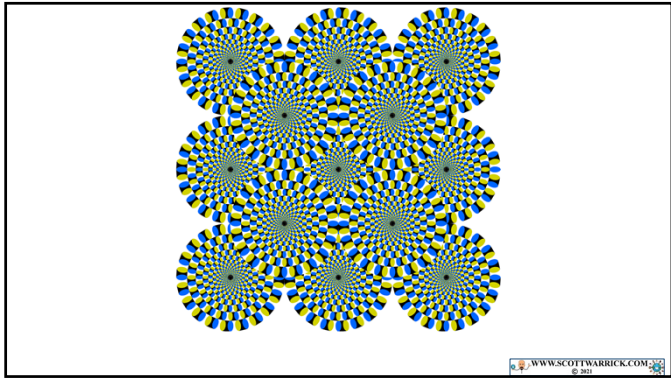
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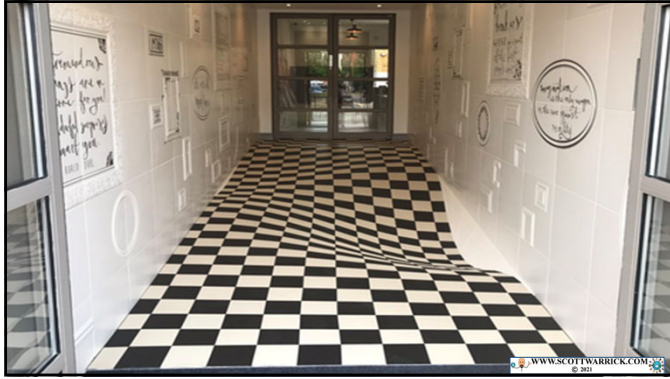
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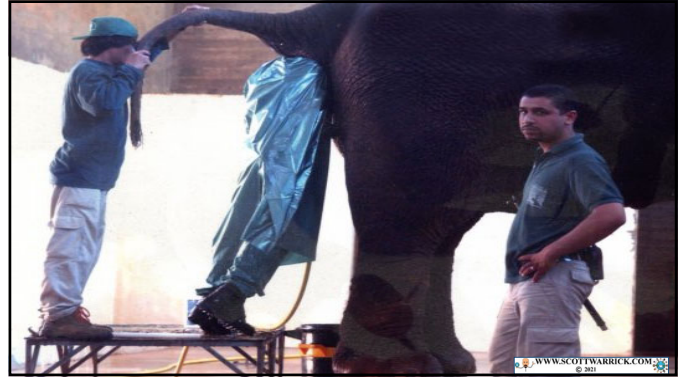
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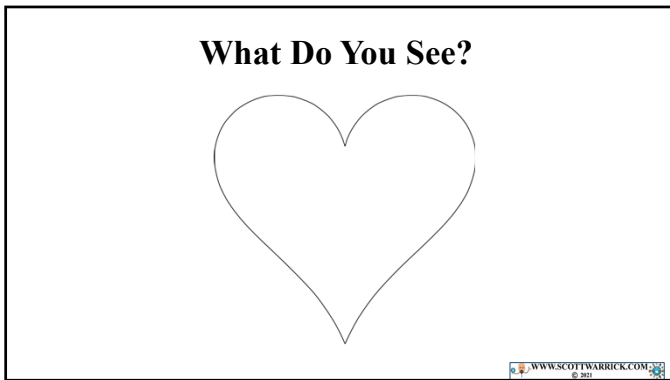
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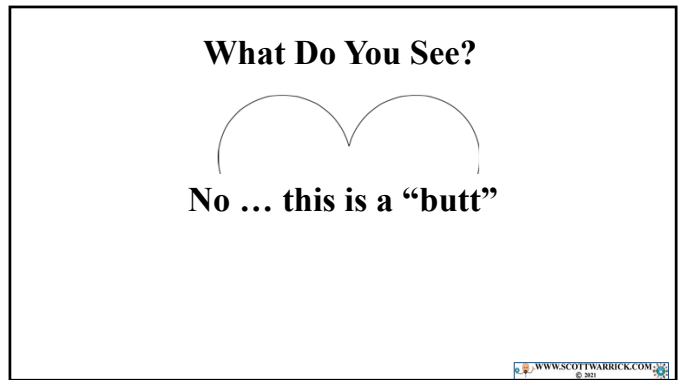
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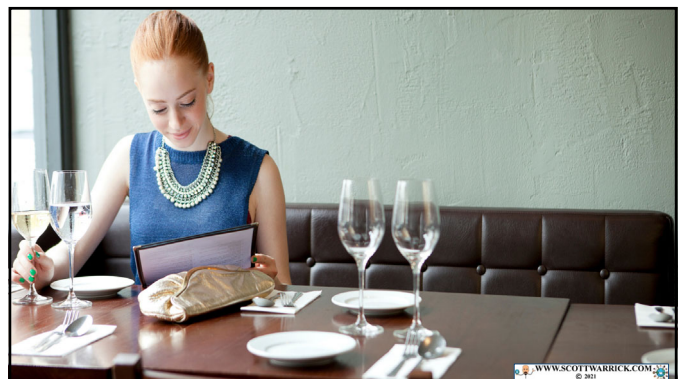
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How We View The World

Priming IN ...
(Implicit Bias)

Projection OUT ...
(Confirmation Bias)



David Hume

Humans have a “remarkable inclination”
to bestow upon other people
“the same emotions we observe in ourselves.”

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Do **FACTS** Only
Get In The Way
Of Forming A
“**Good**” Opinion?

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Who Will Make More Money?



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Who Will Make More Money?



Every additional an inch of height someone has is worth \$789 a year in salary. In other words, a person who is six feet tall with identical credentials and demographics to someone who is five foot five inches tall will make on average \$5,523.00 more per year.

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When we do not STOP and THINK ...
We have the mentality of an evil 3 year old child.



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We Are Wired ALL To Be
EMOTIONAL CHILDREN!

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TEST YOUR LEVEL OF IMPLICIT BIAS

Click here to take the Harvard Implicit Association Test (IAT)

<https://scottwarrick.com/living-the-five-skills-of-tolerance/#test>

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Living The Skills of Tolerance

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CONSCIOUS MIND
5%

SUBCONSCIOUS MIND
95%



Bruce Lipton Ph.D.

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When we do not STOP and THINK ...
We have the mentality of an evil 3 year old child.



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3rd:
Slow down & Think:
EPR

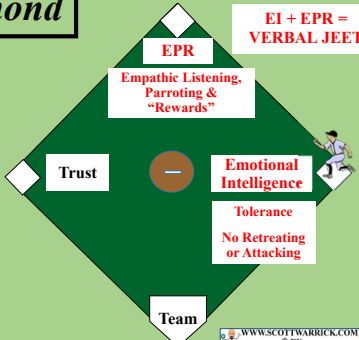
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Diagnostic Diamond



“Hit King” Failed 70% of the time



EPR
Empathic Listening, Parrotting & “Rewards”

Trust

Team

Emotional Intelligence
Tolerance
No Retreating or Attacking

EI + EPR = VERBAL JEET

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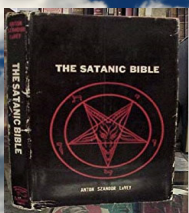



EPR
Empathic Listening, Parrotting & “Rewards”
“HOW CAN I HELP YOU?”

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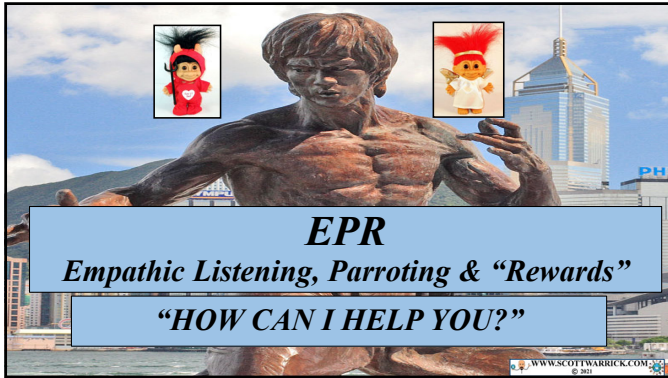
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How TOLERANT Are You?

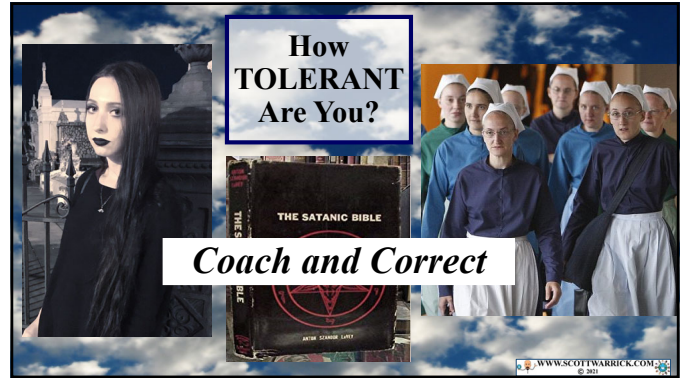




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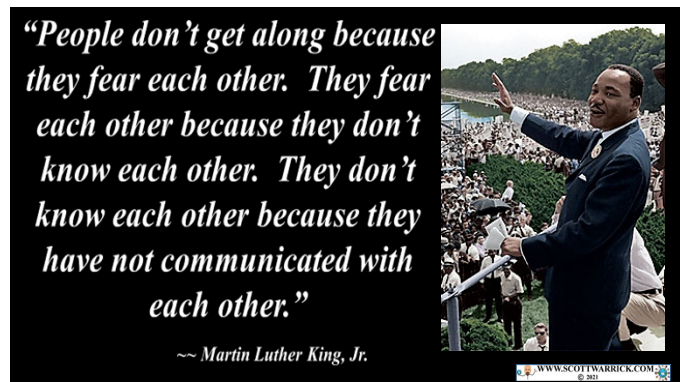
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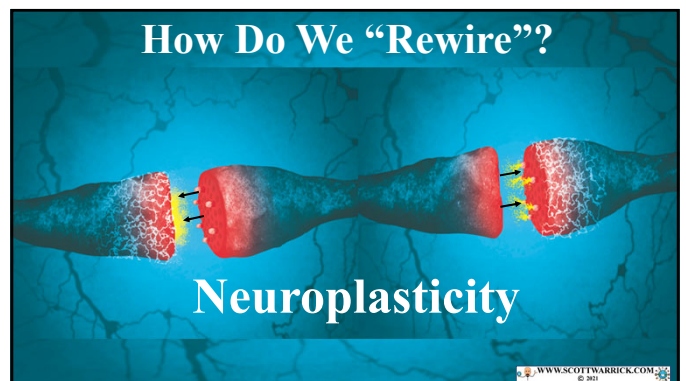
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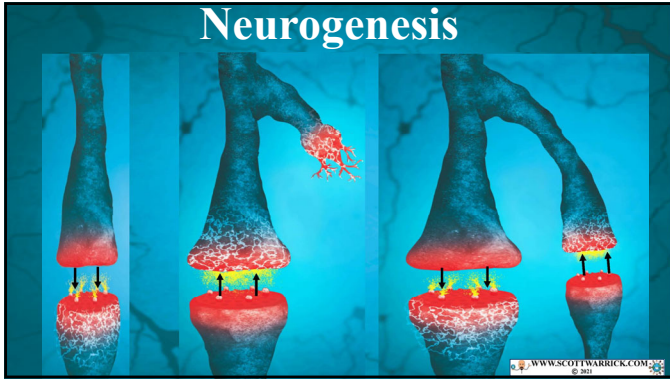
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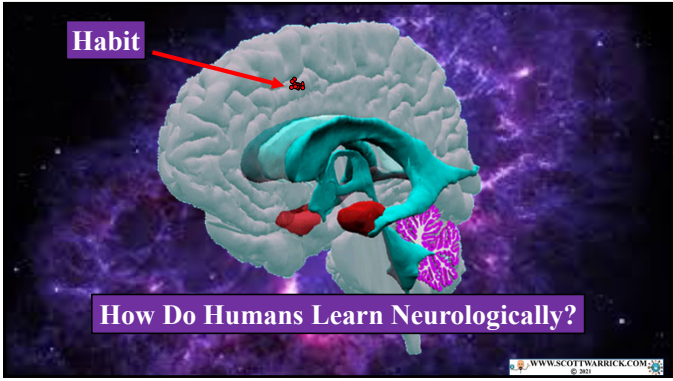
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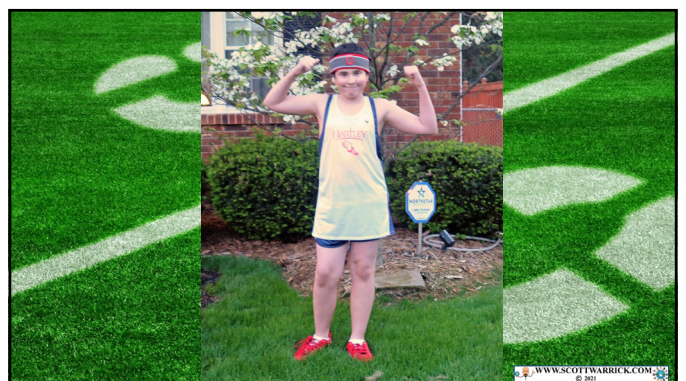
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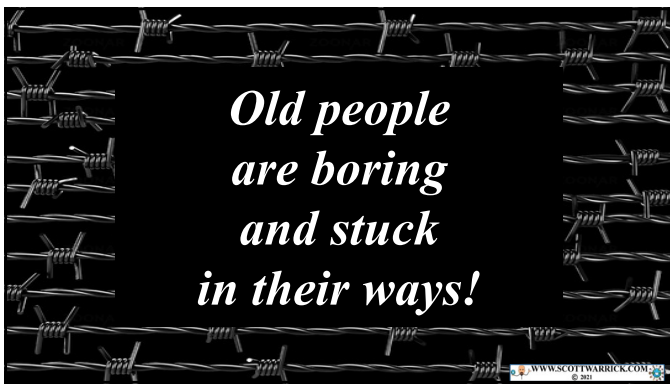
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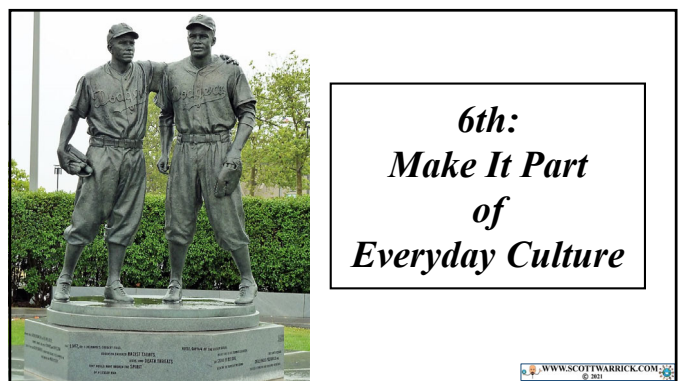
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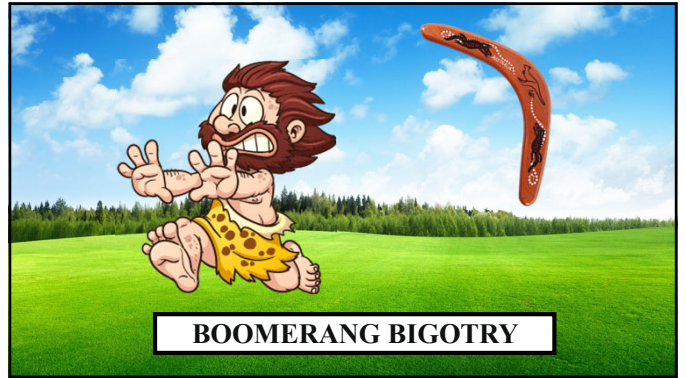
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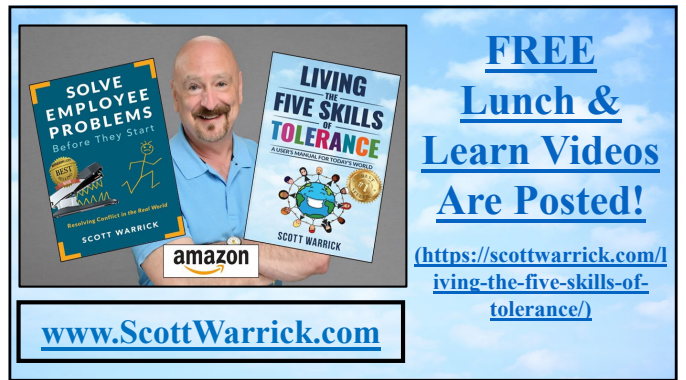
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