

INTRODUCTION:

Regardless of industry and corporate structure, people are being required to produce results while doing more with less. This can lead to increased stress, conflict and tension in the workplace. Combine this with the challenges of a changing and diverse workforce and you have an opportunity for disrespectful, unproductive and toxic work environments. Employees who feel disrespected are likely to become disrespectful, disengaged and disenfranchised. Clients and customers who feel disrespected are likely to cease doing business with you.

How to Create a More Respectful Workplace - The True Diversity Solution

Have you ever wondered how two people can look at the same event and describe that same event differently? These two people can be from the same family, in the same place, at the same time and still see the same thing differently. That happens because we see things from our own perspective - "filter" - which becomes our reality. Our "filters" are formed by many things, including our belief systems and significant life events.

The most important thing that impacts our perception is the thought process within our mind. **It is critical to have a clear understanding of the mechanics of the thought process and discover a way to intentionally ensure that our perceptions, actions and decisions are accurate.** Having an accurate perception is one of the skills necessary to create a respectful workplace.

In order to implement new behaviors that increase our effectiveness in a respectful workplace, it is important to understand how our behavior is connected to the way that we think and draw conclusions about others. The mind processes information presented to it in ways that create patterns or habits of thinking. These habits and patterns of thinking, called attitudes, can interfere with our ability to interpret the behavior of others objectively. It can also impact how we treat others.

The mind has a tendency to gather information that supports our dominant beliefs and filters out new information that challenges those beliefs. Hence, we are more likely to find what we are looking for when we are focusing on certain behaviors and expecting them to be there. Have you ever told yourself that you "knew" that something was going to happen and sure enough - it happened?

Have you ever had an opinion about someone either based on how you had seen them behave in the past or based on the other's opinions of that individual? When that individual now behaves in a way contrary to that preconceived idea, there are two options - either discount the new behavior you see, or create a new picture of that person based on this new information. It usually takes repeated examples of this new behavior before we will override that dominant belief system we have about that person.

It is crucial to understand and remember that behaviors are beliefs acted upon. Our minds predict results and direct us to behave accordingly based on our varying levels of awareness. Our awareness is made up from things such as previous experience, education, belief systems, etc. Once we know what is truly at the core of our decision-making process, we can change our behaviors to align with what we want to have happen. However, doing so required us to understand how the mind works.

Our thought process has three components - the conscious, the sub-conscious and the creative sub-conscious. The conscious can be represented by a "judge." The judge perceives reality by taking in data through your senses. Your conscious mind associates and evaluates this data as it enters your mind, allowing only data determined to be of value to be stored. The conscious mind decides upon a course of action or inaction. Next, the part of the thought process represented by a "robot" or "computer" is the subconscious. The subconscious records and stores your "reality" and handles automatic activities and habits. It is an incredible data storage container. The subconscious mind is unbiased, nonjudgmental and operates according to the currently perceived "truth and reality" of your world. Finally, the creative subconscious is represented by a "controller." Its purpose is to resolve conflict, reduce tension, creatively solve problems and make sure you act like you. The creative subconscious provides the drive and energy to maintain your "reality." It maintains your vision of yourself and dictates your corresponding "reality." Your creative subconscious will cause your performance to be consistent with your current image of "truth" and "reality."

Our minds function similarly to a computer; we get out what we put in. We know if we want accurate information from our computer, we must input the right data to begin with. The computer will not give us something different than what is stored. If we are getting faulty data from the computer, we simply go back and input the correct data. Similarly, it is possible to retrain our minds to assess and act upon things based upon new, accurate information. Here are five techniques for your consideration to increase your awareness and replace faulty data.

How to replace faulty data: The Data Challenge

- * Recognize other points of view;
- * Give people the benefit of the doubt;
- * Consider the source of your information;
- * Challenge your assumptions; and,
- * Identify the root cause of your thoughts and opinions.

Traditional approaches to diversity have tended to focus on only a certain segment of the workforce, sharing how they need to change their beliefs, and almost forcing them to like everyone they work with.

A new day has dawned. A day where everyone is valued and respected for who they are and what they believe. Many times disagreements occur, not necessarily because we have differing values, but often as a result of how we choose to live out our values. If I will focus in on being the best me I can be, you will be freed up to be the best you, you can be.

Reference:

Book: [How to Create a More Respectful Workplace - The True Diversity Solution](#)

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