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

*\*\*Harvard Business Review*

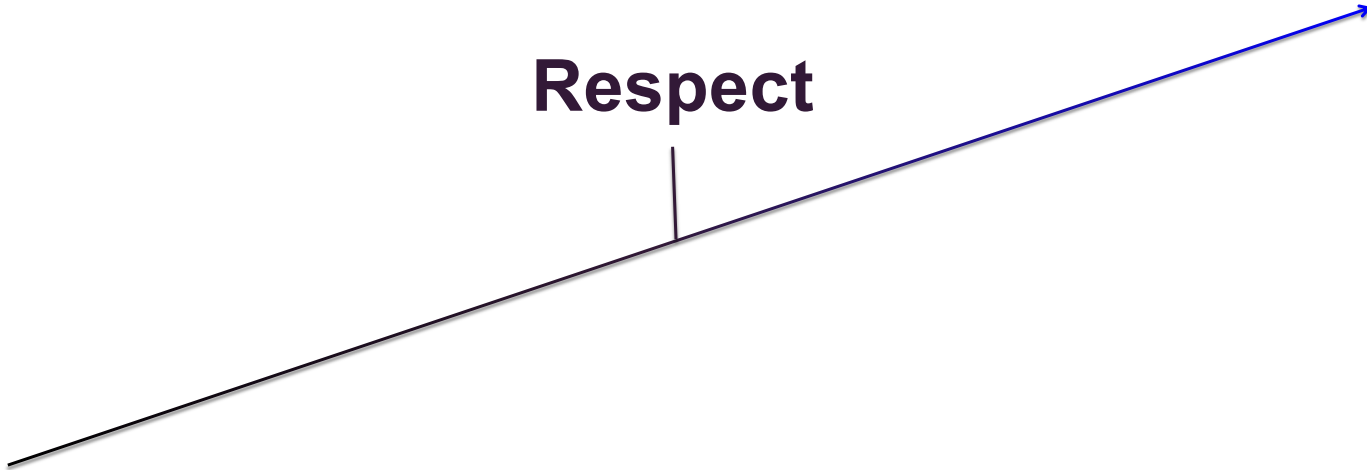
# Cover Your LIABILITIES

# Cultural Liability

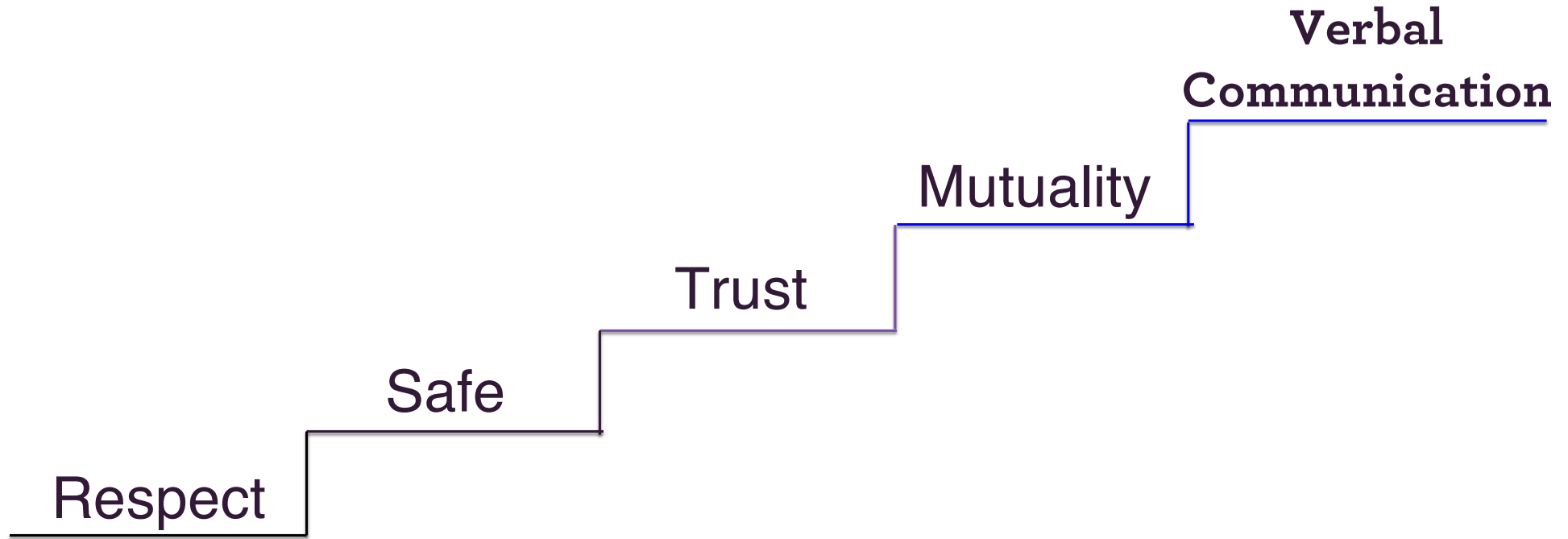
**Mutually Amazing Relationships**

**Respect**

**Sexual Assault or Murder**



# Stairway to Mutually Amazing Relationships



# IDENTIFY

To be  
**Disrespected.**  
What does it feel like?

# The Domino Effect

When a single moment of degradation activates trauma from the past.



# Transform from Disrespect to RESPECT

- Dismiss or Degrade .....> Exploration.
- Overwhelm / Bulldoze .....> Let them lead.
- Deny Access .....> Include with Consistency.
- Dictator .....> Consent & 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

**“Lead with Consent. Bring your teammate into the vision and create 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

# The ULTIMATE Exercise

# ASK

and **RESPECT** the **ANSWER.**

# DAILY ACTIONS TO DO

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

*CHAMPIONS of RESPECT*

# To be Respected.

What does it feel like?

**Is every person  
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?



# RESPECT-BASED LEADERSHIP:

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

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

# To INTERVENE:

The Precise  
words to say.

**“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.**

**RIGHT NOW**  
*in your*  
**organization.**



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

**25% of the organizations represented by today's attendees mention the word “respect” in their core values and/or mission statement.**

“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



Game of Thrones

#TimesUp

**RIGHT NOW**  
**in society.**

#MeToo

#MeToo

#TimesUp

# Pushback & Victim-Blaming

*“I can’t even have  
fun at work  
anymore.”*

*“How do I  
COMPLIMENT  
someone nowadays?”*

Be Proactive

**ASK**

and **RESPECT** the **ANSWER.**



# Today's Giveaway

# SHARE What U R Going 2 Do!

---

I commit to being more aware of my own comments and/or actions that could fail to lead with respect.

*I am going to focus on What To Do*

I will share  
**WHY + HOW TO**

*No longer say, "You have to earn respect."*

*Mutually Amazing Relationships*

*HOW I share MATTERS.*

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1. Identify.
2. Intervene.
3. Daily Actions.

# What is YOUR WHY?

Lead with  
LOVE.



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