

“BULLIES AND TROLLS AND BIGOTS ... OH MY!”

From

EMOTIONAL INTELLIGENCE, TOLERANCE & DIVERSITY FOR WHITE GUYS ...AND OTHER HUMAN BEINGS

(Understanding the Neurology of Intolerance)

by

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What is a “bully”?

If I pick on you and pick on you and pick on you ...that is **bullying**. In fact, most of us are experts in how to bully other people. Why? Because most of us earned a PhD in bullying from the 12 years we spent in our public or private school systems. We bully other people in order to exalt power over someone else ... so we can show that we are better than someone else. As a result, we “move up” in the social pecking order.

This is the definition of a “pure bully,” or what I refer to as a “**Barbarian Bully**.” Klansmen, Skinheads and Neo-Nazis are perfect examples of extreme “Barbarian Bullies.” (However, later in this book materials we will look at two other types of bullies, which are the “Angels” and “Devils.”)

But what if I pick on you and pick on you and pick on you because of your race, religion, age, sex or some other protected class? Well, that is what we call “**harassment**” because I am doing it for an illegal reason. However, the end result is still the same:

I am picking on you in order to exalt power over you so I can show that I am better than you or more important than you. Again, if I can bully you, I boost my own self-esteem because I am now better than someone else ... YOU. The only difference between “harassment” and “bullying” is a legal one, but the end result is the same. It is all still just good old fashioned bullying.

Then think about this: **WHO GETS PICK ON?**

People who are different from us... right?

We don't pick on people who like us ... and we certainly don't pick on people who are like us. We pick on people because they are different from us or because they disagree with us, which is an uncontrolled EGO and EMOTION issue. We pick on people because of their religion, race, age, sex, short, fat, tall or just because they are good old fashioned "weird."

Isn't that "**bigotry**"?

Think about it ... When we pick on someone because they are different ... maybe because we see them as "peculiar," isn't that really bigotry?

This actually a very simple topic:

Bullying, harassment, and bigotry are all the same thing. If you show me a bully, I will show you a harasser. You show me a bully and a harasser, **I WILL SHOW YOU A BIGOT.**

BULLYING = HARASSMENT = BIGOTRY

It really is just that simple.

Therefore, your Emotional Intelligence/Tolerance Program is also your "Sexual and Illegal Harassment Training Program," which is **required** training in several states.

So, what does all of this uncontrolled EGO and EMOTION do to our work environments? What are our workplaces **really** like? Well ...

- ❖ **77%** of all Americans **HATE** like their jobs, (Gallup Poll 2005)
- ❖ **20%** more Americans have **HEART ATTACKS** on **Monday morning** than on any other day of the week, (CardioResearcher.com)
- ❖ **HOMICIDE** is now the **SECOND LEADING** cause of **DEATH** in the workplace in the US, (However... **HOMICIDE** is the **LEADING CAUSE OF DEATH FOR WOMEN**), (Bureau of Labor Statistics, or "BLS")
- ❖ **THREE** Americans are **MURDERED** in the workplace **EVERYDAY (BLS)** ... and
- ❖ Over **1,000,000** Americans are **PHYSICALLY ASSAULTED** in the workplace **EVERY YEAR** ... which equates to **18,000** Americans needing first aid or emergency room treatment **EVERY WEEK** because some co-worker had finally had enough and hit them in the head with a trash can! (BLS)

Why are our workplaces so caustic? Well, according to various surveys, including those conducted by CareerBuilder.com and Scott Hunter, author of “Making Work Work” (Hunter Alliance Press, 2003), the number one reason Americans hate their jobs are:

Bullies

Of course, my term for a “bully” is a “Troll.”



TROLLS!!!

**How many people like working with BULLIES,
collectively and affectionately referred to as “TROLLS”?**

Unfortunately, far too many of us really *love* our bigotry. We love it! We wrap ourselves in it like Linus’s blanket.

“I don’t want to get rid of my bigotry. Why would I ever want to do that? In order to feel better about myself, I have to believe that you are not my equal. I have to believe that I am **BETTER THAN YOU**. Therefore, my ‘**BIGOTRY**’ is used to feed my diminished **EGO**, which is an Emotional Intelligence issue. As a result of this artificial sense of superiority ... I grant myself the right to be **INTOLERANT** of you and your differences. But then, I am still a good person because I **KNOW** I am better than you because ... well...”

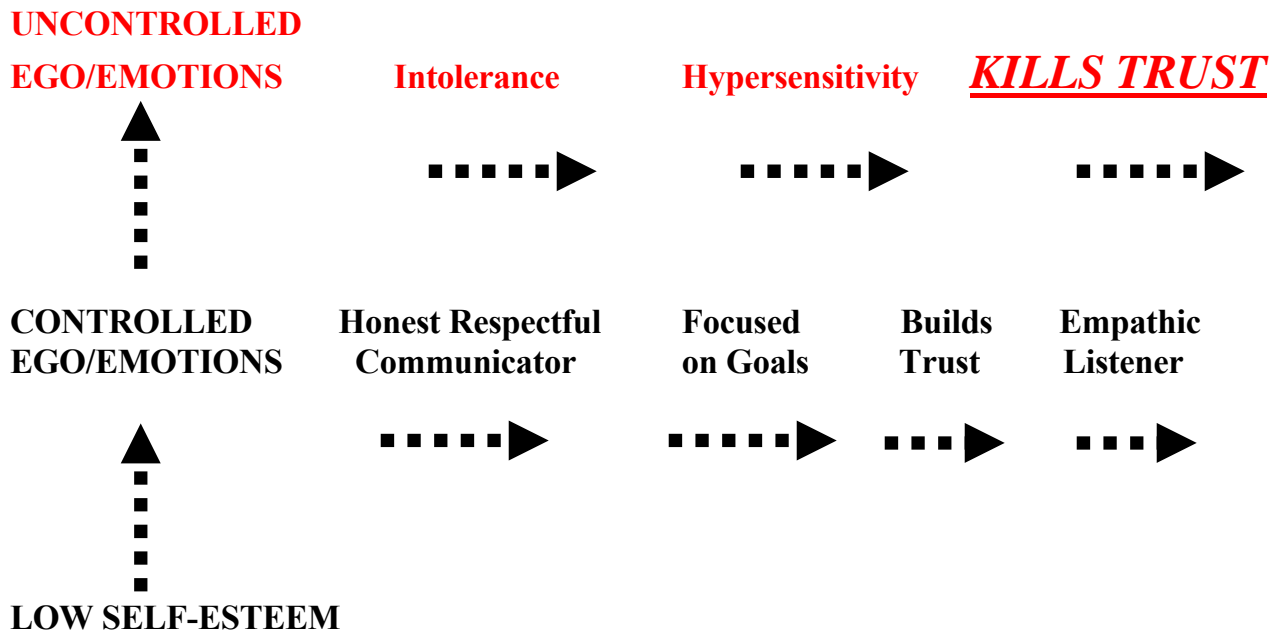
I AM BETTER THAN YOU!

(Wonderful circular reasoning, don’t you think?)

This is the root cause of our bigotry.

You can see what happens when you have people who cannot control their EGOS and EMOTIONS in the following diagram:

“Bullying Effect”



Why do bullies “bully” other people? To make them feel better about themselves. To raise their self-esteem.

As you can see in this diagram, someone with low self-esteem starts at the bottom. They do not feel good about themselves, so they want to raise their own feelings of self-worth. However, rather than raising their self-esteem through their own accomplishments, which would raise their self-esteem just enough so they could maintain control over their EMOTIONS and EGO, they put the “peddle to the floor” and shoot to the top.

In short, they overcompensate.

As a result, they now have UNCONTROLLED EMOTIONS and EGO because they are constantly trying to hide from the world the fact that they actually feel inadequate. As a result, their fragile EGO cannot take anyone disagreeing with them, so their EMOTIONS take over and they become very “INTOLERANT” of anyone who disagrees with them or is different from them, which makes them “HYPERSENSITIVE” to even the smallest slights. Whenever any form of conflict arises, they go on the attack and rip the face off of anyone who offends them ... which does not take much.

Of course, there are some people who start at the top of the model. They truly are narcissists and think they are better than everyone else ... so the normal rules of common decency do not apply to them. In other words, they just get too big for their britches.

In the end, no one is “safe” from their vicious attacks, so the “TRUST” and the free-flow of information in the organization is destroyed. This is how we end up engaging in the absolute worst kind of behavior and make the worst kinds of decisions that can even result in blowing space shuttles out of the air.

It is our constant struggle as humans to continue to grow and *not* to succumb to bigotry’s provocative lure. It is so *easy* to classify entire groups of people according to these stereotypes and myths. It is *easy* to look at others and **PRE-JUDGE** them in a negative light. This is what we call “labeling.”

Why? Because racism is not about race, sexism is not about sex, ageism is not about age, and so on... Instead ... bigotry and egocentrism is all about one thing:

**POWER... NOTHING MORE ... NOTHING LESS,
AND HUMANS TYPICALLY LOVE BEING IN POWER & CONTROL**

This “power” and a desire to feel “superior” to others grants us the moral permission to do everything from bullying another person because “You just can’t trust those people,” (labeling) to putting on white sheets and burning crosses on someone’s lawn, to instantly categorizing all white people as bigots because of the color of their skin.

In the end, we become terribly intolerant people due to our uncontrolled EGOS and EMOTIONS. Emotional Intelligence gives us the skills we need to avoid such pitfalls.

We use this intolerant and “power based” mindset when we refuse to hire someone because they have a different sexual preference from us (“because you know what all those people are like...”) and whenever we simply “shun” someone because they are “different” ... which means they are not as good as me ... because they are *different* from me ... “so they **COULDN’T POSSIBLY** be as good as me” ... **BECAUSE THEY ARE NOT LIKE ME!** (It is just a question of degree, but it is **ALL** bigotry, plain and simple.

The answer: Get control over your EMOTIONS and EGOS ... which means becoming an Emotionally Intelligent person.



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Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
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- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

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