

Adventures in Babysitting: Coaching The HYPERSENSITIVE Employee

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- What does it mean to be “**HYPERSENSITIVE**”?
- Why are most managers “**ENABLERS**” when it comes to dealing with hypersensitive people ... and how can they avoid this fate?
- In 1993, the U.S. Supreme Court defined hypersensitivity in the workplace by asking, “*“Would the reasonable person in the community be offended by this?”*” How do we apply this definition?
- What “**COACHING PROCESS**” should we follow when dealing with hypersensitive people?
- What **GAMES** do hypersensitive people play with you ... and how can you address them?
- How can you address the “**KILL THE MESSENGER**” approach that accompanies hypersensitivity?
- Why does a hypersensitive person’s attack on either the “**MESSENGER**” or the “**MESSAGE**” work ... and how can you properly address these attacks?
- What should the hypersensitive person be doing to gain more control over their **EGO** and **EMOTIONS**?
- How does “**EMOTIONAL INTELLIGENCE**” and the “**NEUROLOGY OF EMOTIONS**” directly relate to coaching hypersensitive people?

...and **MUCH, MUCH** more...

Join Scott Warrick as he shows you how to deal with one of the biggest problems we have in our workplaces: **HYPERSENSITIVITY**. Scott will **CLEARLY DEFINE** for you what it means to be a “**HYPERSENSITIVE**” person so you can more effectively address it in your workplace in his own unique, practical and entertaining style. Scott will not only tell you how to advance your career, but he will use his over 40 years of experience to tell you how to use this information **IMMEDIATELY!**

Learning Objectives

In this session, you will learn:

- Learn how to define and identify **HYPERSENSITIVITY**.
- Learn how to coach people who meet this definition.
- Learn how to avoid being an **ENABLER**.
- Learn to identify the **GAMES** hypersensitive people play with you. f

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Scott's Bio

Scott Warrick (www.scottwarrick.com) is a practicing Employment Law Attorney, Human Resource Professional and three-time best-selling author with over 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees on site in his own unique, practical and entertaining style.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, ***Solve Employee Problems Before They Start: Resolving Conflict in the Real World***, is a #1 Best Seller for Business and Conflict Resolution. It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s next book, ***Living The Five Skills of Tolerance***, is also a #1 Best Seller in 13 categories on Amazon. His most recent book, ***Healing The Human Brain***, is an International Best Seller in 14 categories with sales in over a dozen countries worldwide.

Scott Trains Managers & Employees ON-SITE in over 50 topics, all of which are customized for each client. Scott is a national speaker who travels the country presenting seminars on such topics as Healing The Human Brain, Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott is also a seven-time SHRM National Diversity Conference presenter. In 2023, he presented his ground-breaking “**TOLERANCE & BRAIN HEALTH**” program.

Scott’s **MASTER HR TOOL KIT SUBSCRIPTION** is a favorite for anyone wanting to learn Employment Law and run an HR Department.

Scott’s videos are also favorite tools for anyone wanting easy, convenient and affordable access to in-house training, including his **SCOTT'S SUPERVISOR MASTER VIDEO SERIES** and his **STOP BULLYING & HARASSMENT NOW!** video, which complies with all of the new EEOC Harassment Training Guidelines.

Scott was named one of Business First’s 20 People To Know In HR by CEO Magazine’ and a Human Resources “Superstar” in 2008. Scott also received the Linda Kerns Award for Outstanding Creativity in HR and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to www.scottwarrick.com.