

Living The Five Skills of Tolerance: A User's Manual For Today's World

*From Scott's #1 Best-Selling Book,
Living The Five Skills of Tolerance:
A User's Manual For Today's World*

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Are you ready for a fresh and practical look at INCLUSION does NOT:

- ALIENATE or BLAME ANYONE for the same faults ALL HUMAN POSSESS,
- Tell you WHAT TO BELIEVE,
- TEACH ILLEGAL INCLUSION TACTICS and
- Will truly TARGET and INCLUDE EVERYONE?

Then let Scott show you how to use his **FIVE SKILLS OF TOLERANCE** to build a truly inclusive culture of trust in our workplaces. Scott will show you exactly what to do to reach these goals in his own direct, practical and entertaining style so you can start using these skills **IMMEDIATELY!**

What ARE These Five Skills of Tolerance?

1. Emotional Intelligence Is REQUIRED! (BRAIN HEALTH!)
2. Overcome Your Subconscious Brain & Resolve Conflict (*EPR*)
3. Identify & Stop Bullying
4. Understanding Real Differences vs. Stereotypes
5. Don't Be An ENABLER!

WHY IS TOLERANCE SO CRITICAL?

- Why are these “***FIVE SKILLS OF TOLERANCE***” critical for any organization to thrive, as well as for your own happiness as a human?
- Why is your DEI Program just as critical to your organization as its Safety Program? Customer Service? And so on?
- What is the **REAL BUSINESS CASE** for adopting a Tolerance Program?
- What do CEOs **REALLY** want ... and why does a **TOLERANCE PROGRAM** give it to them?
- How should you define **TRUST** ... and how does a Tolerance Program **BUILD IT**?
- Why should a Tolerance and Diversity Program apply to **EVERYONE**, and **NOT** only to minorities?
- What is the **DIVERSITY OF IDEAS**?
- Why do so many White males still feel alienated whenever they hear a program on Diversity, Inclusion or Tolerance ... and how can you **INCLUDE EVERYONE**?
- What is the difference between a **SKILL-BASED** Tolerance Program and the traditional **CULTURALLY-BASED** Tolerance Program?
- What is the **ONE QUESTION** you need to ask your employees to define your **EMPLOYEE CULTURE**?

THE FIVE SKILLS OF TOLERANCE BULLET POINTS

1. Emotional Intelligence Is **REQUIRED!** (BRAIN HEALTH!)

- Why does **EMOTIONAL INTELLIGENCE** play such a critical role in being a tolerant person?
- How should you define “**TOLERANCE**”?
- Why is “**TOLERANCE**” now a legal term?
- What have the **U.S. SUPREME COURT**, the **EEOC** and the **CIRCUIT COURTS** said about **TOLERANCE**?
- Why do you **DEMAND** TOLERANCE and **BUILD** ACCEPTANCE?
- How do employees **REACT** when you **REQUIRE** ACCEPTANCE?
- Why should you **NEVER** require your employees to be “**ACCEPTING**” of each other?
- How do you **REALLY** build **ACCEPTANCE** of others?
- How did a lack of **TOLERANCE** cause NASA to kill 14 astronauts?
- Why is working in an **INTOLERANT** environment the #1 **HEALTH RISK** for most people?
- How do **AMERICAN WORKERS** get **PTSD** ... just like our **SOLDIERS**?
- Why do over **75%** of all of everyone you know retire with serious **MENTAL DISORDERS**?
- How will **CHRONIC DISTRESS** cause serious damage to your brain, resulting in such conditions as short term memory loss, depression, anxiety, PTSD and so on?

- Why is chronic distress your **#1 HEALTH RISK FACTOR** ... even **WORSE THAN SMOKING?**
- How does your brain **ACTUALLY REWIRE ITSELF** to adapt to the environment you subject it to?
- How do you get **BUY-IN** for your **HARASSMENT & DEI** programs by also addressing **BRAIN HEALTH?**
- How can you **UNITE** your employees your **DEI** and **BRAIN HEALTH** program?
- Do your employees know they are **DESTROYING THEIR BRAINS EVERY DAY** by living in an **INTOLERANT** work environment?
- Do your employees know that their own **INTOLERANCE** causes **ALZHEIMER'S** cells to grow?
- Why should **TOLERANCE** be **EVERYONE'S #1** priority?
- How can you enable your brain to actually repair itself, which is the neuroscience of “**Neurogenesis**” and “**Neuroplasticity**”?

2. **Overcome Your Subconscious Brain & Resolve Conflict (EPR)**

- Exactly how does the **SUBCONSCIOUS BRAIN** work and how can we all “rewire” our brains to overcome our prejudices and biases?
- How can you **INSTANTLY** tell if your **SUBCONSCIOUS BRAIN** has **BIASES** and **PREJUDICES?**
- Can your **SUBCONSCIOUS MIND** be **BRAINWASHED** in **10 SECONDS?**
- Why is our **SUBCONSCIOUS 90 to maybe 99 TIMES MORE POWERFUL** than our **CONSCIOUS** thoughts **WITHOUT US EVEN KNOWING IT?**
- How does the **SUBCONSCIOUS MIND** affect your workplaces?
- Why did CBS report that the “Subconscious Bias” programs across this country for police officers are failing miserably and actually do more **HARM THAN GOOD?**
- Why is **PERCEPTION NOT REALITY?**
- Why do we all see the **SAME THINGS** so **DIFFERENTLY?**
- Why do humans **AUTOMATICALLY PROJECT** their values onto everyone else ... and **WHAT SHOULD WE DO ABOUT IT?**
- How should we **RESOLVE CONFLICTS** with people who are different from us, and why do so many people do it **WRONG?**
- Why can we recognize the **FACES OF SOME PEOPLE BUT NOT OTHERS?**
- How can you use your **EPR Skills**, which stands for **Empathic Listening, Parroting and “Rewards,”** to address any issue?
- How does **EMPATHIC LISTENING** and **PARROTING** help to **OVERCOME** and **REWIRE** your **SUBCONSCIOUS BRAIN?**

3. Identify & Stop Bullying

- What does it **REALLY MEAN** to be “**OFFENSIVE**”?
- How can we spot an **OFFENSIVE PERSON IMMEDIATELY**?
- What does it mean to be “**HYPERSENSITIVE**”?
- How does the **U.S. SUPREME COURT** define “**WHAT IS OFFENSIVE**” and “**HYPERSENSITIVITY**”?
- How do you deal with **HYPERSENSITIVE PEOPLE**?
- What is the difference between “**BULLYING**” and “**HARASSMENT**”?
- How can you **SPOT** bigotry **INSTANTLY**?
- Are we humans **WIRED** to be **BIGOTS**?
- Where do our **BIGOTED** thoughts come from?
- Why are most managers “**ENABLERS**” when it comes to dealing with hypersensitive people ... and how can they avoid this fate?
- How can you **EFFECTIVELY CHANGE YOUR CORPORATE CULTURE** where **BULLYING** and **HYPERSENSITIVITY** is not tolerated?

4. Understanding Real Differences vs. Stereotypes

- How can you distinguish between “**STEREOTYPES**” and the “**REAL DIFFERENCES**” that exist between us?
- What is the difference between a **STEREOTYPE** and a **MYTH**?
- Is it offensive to make a **GENDER SPECIFIC** comment? **RACE** specific? **AGE** specific?
- What does it mean to “**DEHUMANIZE**” someone?
- Do we **REALLY DEHUMANIZE** each other? How do we all do this on a daily basis ...
- What role does **OBJECTIFICATION** play in **DEHUMANIZING** others?
- What is **COMPETITIVE VICTIMIZATION**, and how does it **KILL ANY TOLERANCE PROGRAM**?
- Why do Americans see Mexican immigrants as being **75% HUMAN**?
- What part of the brain **SHUTS OFF** when we **DEHUMANIZE** others?
- Why would someone lynch another person ... and then **PROUDLY POSE** in front of the body?
- Do these **STEREOTYPES and MYTHS** about others still influence us today?
- Why do physicians so often give **LESS PAIN MEDICATION** to African Americans than to Whites?
- Why do we have **EMPATHY** for some people, but not for others?

5. Don't Be An ENABLER!

- What is **BYSTANDER INTERVENTION**?
- Why is **BYSTANDER INTERVENTION** the #1 most effective way to stop bullying and maintain a “**SAFE**” workplace?
- Why did the **EEOC REQUIRE** that **BYSTANDER INTERVENTION** be included as part of your **HARASSMENT TRAINING**?
- Who is responsible for ensuring that you have a **SAFE** environment?
- What is an **ENABLER**, a **PASSIVE AGGRESSIVE** and a **RETREAT**ER?
- How do **ENABLERS** cause so much harm ... worse than the **ATTACKERS**?
- Are we humans **WIRED** to be **ENABLERS**?
- How did **ENABLERS** allow **JERRY SANDUSKY** to molest children for 40 years?

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

Join Scott as he shows you how to build a truly diverse and inclusive culture of trust by using these **FIVE SKILLS OF TOLERANCE**, which are vital to everyone's success and health. Scott will not only outline these processes for you in his own unique, practical and entertaining style, but he will show you how to use this information **IMMEDIATELY!**

Learning Points

In this session, you will learn ...

- How to build a truly **SAFE** and **TOLERANT** culture of **TRUST** for **EVERYBODY**.
- How to get **WIDESPREAD BUY-IN** from **EVERYONE**.
- How to use the **MOST CRITICAL SKILLS** we all need to survive in today's diverse and digital world.

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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.