



HELPING HANDS



Treating Each Other With Dignity

(Excerpts from LinkedIn.com, William Singleton, Vistelar Workplace Violence, Partner at Vistelar, LLC (conflict management training))

1. See World Through Their Eyes

Seeing the world through the eyes of implicit biases, which develop over the course of family biases, media, and cultural messages. Another person's perspective, enables you to want to be treated if you were them and in the end, this with everyone produces better outcomes.



Doing this for others helps mitigate the impact of a lifetime through life experiences. This approach, which means to take the time to treat that person the way you would want to be treated in the exact same circumstances. Doing

2. Listen with All Senses

The most powerful way to show respect to human beings is to listen to them, which is a much different practice than just hearing them. You hear raindrops, but to truly listen to people you must use all your senses. Listening with all senses helps evaluate other's circumstances, emotions, thoughts, and intentions — which includes:

Seeing: proxemics (distance, positioning, hand placement) and non-verbals (body language, eye contact, expressions)

Hearing: verbal's (word choice) and paraverbals (tone and volume of voice)

Smelling: hygiene, tobacco, marijuana, alcohol

Touching: level of relaxation, tension, or resistance

3. Ask and Explain Why

Every time you would like someone to do something, make a conscious effort to ask them to do it rather than tell them. Show people respect by asking a question rather than giving a command.

Then, once you have asked, make the assumption that people can be easily confused. Presume the individuals with whom you interact may not understand what is going on or have any idea what will happen next. Take the time to provide an explanation for why things are done as they are.

Realize that, if you don't explain why, the other person will likely fill in the blanks with their own reasons which could be incorrect and will probably be negative.



4. Offer Options, Let Them Choose

People want to feel empowered to make their own decisions even when there are tight restrictions on their behavior. Look for ways to give people a couple of options from which to choose, rather than a single choice you have selected for them.

5. Give Opportunity to Reconsider

People sometimes make mistakes. In the heat of the moment, they might make a rude comment or refuse a request. If there is no safety concern, allow them to save face and give them a chance to change their mind.

You may already be applying these five approaches for showing people respect in many of your interactions. However, remember the goal: to show respect to EVERYONE with whom you interact, ALL THE TIME to stay safe and drive better results.

Elements of Treating People with Dignity

(excerpts from Skippritchard.com, September 27, 2018)

Acceptance

Give others the freedom to express their authentic selves without fear of being negatively judged; interact without prejudice or bias, accepting that characteristics such as race, religion, gender, class, sexual orientation, age, and disability are at the core of their identities.

Acknowledgment

Give people your full attention by listening, hearing, validating, and responding to their concerns.

Inclusion

Make others feel that they belong, at all levels of relationship (family, community, organization, and nation).

Safety

Put people at ease at two levels: physically and psychologically.

Fairness

Treat people justly, with equality, and in an even-handed way, according to agreed-on laws and rules.

Understanding

Believe that what others think matters; give them the chance to explain their perspectives and express their points of view; actively listen to understand them.



The heart and soul of the District 141 Employee Assistance Program is the local lodge EAP peer coordinator. These dedicated men and women volunteer their personal time to assist other union members and their families who are experiencing personal difficulties. EAP peer coordinators do not make clinical diagnoses or clinical evaluations, however, they are trained to make a basic assessment of your situation and refer you to an appropriate resource for a more detailed evaluation. EAP peer coordinators will follow up to ensure you have been able to access services that addressed the difficulty you were experiencing.

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Definitions

respect

rĭ-spĕkt'

transitive verb

1. To feel or show deferential regard for; esteem or admire.
2. To avoid interfering with or intruding upon.
3. To avoid violating.

dignity

dĭg'nĭ-tĕ

noun

1. The quality or state of being worthy of esteem or respect.
2. Inherent nobility and worth.
3. Poise and self-respect.