

Workplace Respect Part 2: The Five Domains of Complete Respect by J. Bert Freeman

(Includes excerpts from the Taking Charge of Your Positive Direction and Organizational ESP by J. Bert Freeman)

It would be great if we could be respectful of everyone in exactly the same way. However, the people of the world are born, raised and live in different cultures and environments. There are many different ways of life. Different things are important to different people. In U.S. workplaces, the differences that exist among us characterize the realities of our lives in five (5) domains. They are called Personal Reality Domains.

Cultural Domain – our natural selves, our beliefs, our ethnicity: For example, the color of my skin will probably stay that way for the rest of my life.

Social Domain – our preferences, customs, habits, choices: For example, choice of music, eating habits, hair styles, adjustments to technology. For example: I keep my hair cut close now, so that it will be even with my bald spot in the back of my head; I like for people to use respectful language around me; I make an effort to always use respectful language in my conversations with and about others.

Temporal Domain – balancing time and effort: For example, some people work hard and well to have the best for their families; some do it because they are career driven; some because they want fulfillment in their lives. We balance our time and effort for what is important to us.

Professional Domain – workplace and career considerations: For example, I want to take advantage of ways to improve my craft. For me that could be noble or selfish or both. Many of us seek advancement. Many are great performers at whatever they do because they like doing A-plus work. Many want to achieve rank or status. Many seek or insist on fairness. Some do it all.

Spatial Domain – what we do on the job; managing our space: For example, I want to be recognized for the job that I do by my colleagues and those who rate my performance. Many of us want our physical space respected, even if it is borrowed, rented or assigned. Many of us appreciate being acknowledged as contributors to the larger effort. Our jobs include responsibilities *and* boundaries.

By realizing that all of the reality domains exist in each of us, we are better equipped to approach differentness most appropriately. I use the term *differentness* to acknowledge that we possess uniqueness as well as differences. To me, the term *differences* may only speak of what is different among us, at the *expense* of what is unique in each of us. How a person describes him/herself through the domains would be a personal choice. Think about yourself at work in these five domains. Which one is most a part of you and why? Send me a note and let me know at jbertyfreeman@positivedirection.net.

The Personal Reality Domains are also domains of diversity, inclusion and individuality.

- Diversity – the differences among us
- Inclusion – valuing and utilizing our talents, diversity and similarities
- Individuality – the uniqueness that each of us possesses

When you interact with anyone in any kind of work related situation, all of the domains are operating at different levels of intensity. For example, I may be all about business in a conversation, in my Professional or Spatial Domain. Someone in the group may use profanity to express what he says. While I try to stay focused, that person's language takes me to my 'Social Domain' and my thoughts that he should use respectful language.

Just knowing that these five domains exist in each of us can help our behavior to be more respectful toward one another. For example, if a person knows how his language affects others,

he may consciously use more respectful language. **Respectful behavior makes it easier to unify our efforts toward meeting objectives and meeting customer requirements:**

- **Cultural Respect**
- **Social Respect**
- **Temporal Respect**
- **Professional Respect**
- **Spatial Respect**

Making the connection to the Personal Reality Domains, I call them the **Five Domains of Complete Respect** and they are an integral part of organizational unity. They help us to work together and accept and understand each other's differentness.

People engage their domains with great ease. When your cultural domain takes the lead, you are still exercising daily preferences and habits, working hard for that promotion, engaged in thoughts and actions that are important to you and involved in work activities that contribute to an organizational mission. Everyday, we experience differences in people that go well beyond gender, ethnicity, physical ability and age.

It is about you. Oftentimes, in seminars or one-on-one coaching, many participants initially think about the respect or fairness that others should exercise – their spouses, their management, people of another race and more. Their stories and yours are compelling. This is about *your* skill and ability to exercise Complete Respect. For some of us it is a major shift. We *all* must work at it. It does get easier. You can still have fun. When your first thought is about all the people that need to read and learn this work, just say “I am glad that I did”.

Also remember your four *abilities* of Complete Respect. In Part 1, I shared four abilities that you and I can use all of the time:

- Respect everyone anyway
- Respect everyone whether they are in the room or out of the room
- Treat others the way *you* would want to be treated
- Treat others the way that *they* would want to be treated

While you may adjust your Five Domains of Complete Respect to different circumstances, you can always use your four abilities when you interact with anyone. In the workplace Complete Respect includes both.

Everyday is a day for Complete Respect. Differences and similarities often impact our attitudes. Knowing more about how to exercise Complete Respect, makes it easier to express your attitude in a positive direction. We live, work and grow among differences and similarities. Because of our differentness and the desire or necessity to interact with others, exercising Complete Respect helps us to successfully live, work and grow together.

J. Bert Freeman (Bert), is the author of *Taking Charge of Your Positive Direction*, the audio book *Your Positive Direction NOW* and the Performance Development Manual ***Organizational ESP: Excellence on the Same Page***. He is the Founder and CEO of T.A.L.K. Associates, providing expert assistance to organizations for years in matters of organizational unity of effort, leadership consistency, workplace respect and positive direction communication skills. Uniquely, T.A.L.K. Associates is the only learning and development company whose facilitators include the language, skills and approaches of Consistent Positive Direction in everything that they do. They are practitioners as they teach. J. Bert Freeman is also a positive direction speaker, facilitator and coach. He has a reputation for practicing the Consistent Positive Direction that he teaches, in his public life and his personal life. *For more information go to:* www.positivedirection.net or contact Bert at jbertyfreeman@unityofeffort.com.