

Workplace Respect Part 3: The Advantages of Leadership Consistency by J. Bert Freeman

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

Regarding leadership, R. Roosevelt Thomas (Beyond Race and Gender 1991) was asked “What should be the [cultural] roots of corporations that desire to move forward with managing diversity?” In part of his answer he said, “The issue is... whether [the roots of your company] allow you as a manager to *enable* people who are different from yourself.”

As a leader with the great knowledge and confidence in my abilities to respect others, there are any number of times on any given day that I find that I still have work to do to be that good. Many of us are masters at it but Exercising Complete Respect as a leader does take work and practice. Here are reminders, from the Part 1 and Part 2 articles, of the Domains and Abilities of Complete Respect for all of us to exercise toward each other every day.

The Five Domains of Complete Respect

- **Cultural Respect** – our natural selves, our beliefs, our ethnicity: who we are anyway
- **Social Respect** – our preferences, customs, habits, choices
- **Temporal Respect** – balance of time and effort for what is important to us
- **Professional Respect** – workplace and career considerations: advancement, opportunities, rank, status, fairness at the inclusion of everyone rather than at the expense of anyone
- **Spatial Respect** – what we do on the job; our space: self esteem, responsibility on the job, personal space, recognition at the inclusion of everyone rather than at the expense of anyone

Your Four Abilities of Complete Respect:

- 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

Exercising Complete Respect consistently, as leaders, helps us to enable environments that bring out everyone’s best performance.

As a leader, when you make decisions, it is easy to make them based on the interactions that you have with people that think like you, act like you and look like you. However, when you take full advantage of making decisions based on interactions with and suggestions from people who are different from you, you enable an environment in which everyone can feel comfortable and confident to interact, whatever their differentness. That way you can experience a higher frequency of correct individual and organizational judgment.

By being open to input from all of your employees, peers and colleagues, you broaden your sources of information. By helping everyone to be open to input from each other, you expand capabilities to accelerate progress. The best way to accelerate progress is through communication and information – talking to each other and sharing information.

Exercising Complete Respect is for everyone. However, the leader must use these skills and practices in special ways. The responsibilities of leadership impact the lives of numbers of people by choice and by chance. Exercising Complete Respect adds a dimension of consistency that expands your value as a leader and the value of those around you in decision-making judgment, broadening information sources and accelerating progress.

Remember! Everyday is a day for Complete Respect.

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