There are 5 ways that people can be impacted, either as children or as grown-ups.

**PHYSICAL - EMOTIONAL - INTELLECTUAL - SOCIAL - SPIRITUAL**

**DYSFUNCTIONAL EXAMPLE**

**PHYSICAL** Only 20% of physician visits deal exclusively with medical issues. The remaining 80% have hidden or disguised emotional, intellectual, social, or spiritual issues that need to be addressed outside of a physician visit.

**EMOTIONAL** A childhood discomfort (or re-created in the workplace) of name-calling, fear, threats and intimidation, no matter how subtle.

**INTELLECTUAL** School, family, workplace lack of challenge and stimulation of new ideas or discounting of the ideas that are offered. (“N-I-H”) -- Not Invented Here !)

**SOCIAL** Family, school, peers, lack of inclusion and social stimulation. Exclusion based on differences. Inclusion based on simple, not profound similarities. Prejudice and Fear rule.

**SPIRITUAL** Dogma is frequently passed off as Spiritual truth and growth. Dogma requires a person’s blind obedience to authority rather than an open investigation and the challenge to stretch and to grow while working with others. Obedience without challenge to authority produces spiritual stagnation and a sense of a frantic covenant without integrity.

**FUNCTIONAL EXAMPLE**

**PHYSICAL** People who love-work-play eat, sleep, and exercise in moderation, do NOT work-hard, play-hard and then collapse-hard. The workplace supports either, depending on corporate norms.

**EMOTIONAL** A workplace where people are supportive, inquire, reach-out, and are attentive to other’s emotional needs.

**INTELLECTUAL** A workplace where all people’s contributions are welcome, not trashed, but received as a gift to develop value for the larger workplace picture.

**SOCIAL** An atmosphere of inclusion and belonging. An invitation to be "part of" instead of "separate from" each other. Healthy corporate cultures support this.

**SPIRITUAL** An attentiveness to the individual’s inner being without being intrusive. Simple growth for spiritual growth includes support for nature and environment, affirming imagination and wonder, sharing dreams and vision, and simply -LISTENING WITHOUT JUDGMENT- to other’s experiences about their lives.