



A HANDFUL FOR BUSINESS

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.



**OPINIONS AND FEELINGS ARE FREQUENTLY A PERSONAL TRIUMPH OVER GOOD THINKING
YOU DEFINE REALITY BY WHAT YOU KNOW, WHAT YOU BELIEVE, AND WHAT YOU DO ABOUT IT.**