

**STOP THE INSANITY!**

**Creating A  
BRAIN HEALTHY  
Environment**

*Scott Warrick, JD, MLHR, CEQC, SHRM-SCP*

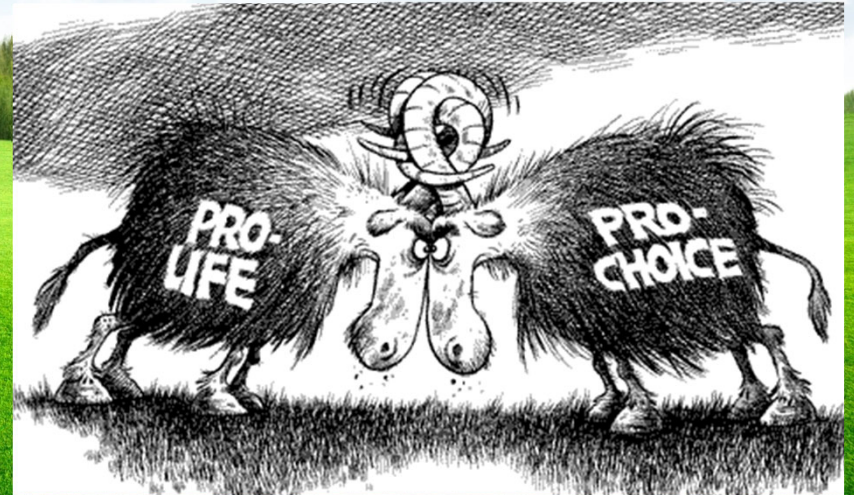
*[www.scottwarrick.com](http://www.scottwarrick.com)*

# Is This The Norm?



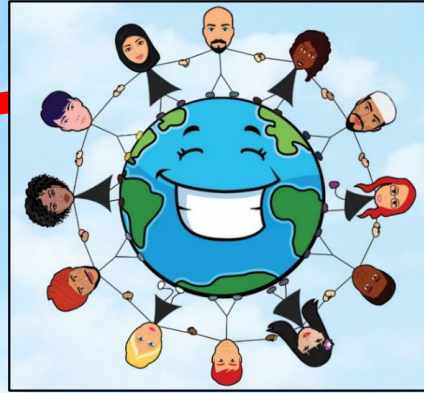
# Can We Discuss These Topics?

**TRUMP**  
  
**2024**





When one set of radicals go 180 degrees to the right,



And the other set of radicals go 180 degrees to the left,



People Attacked

=



People Cancelled

They meet in the MIDDLE and become the same.

If You Are Going To Get Knocked Out,  
Do You Care If The Punch Comes  
From The RIGHT Or The LEFT?



# What Does That Do To Your Environment?



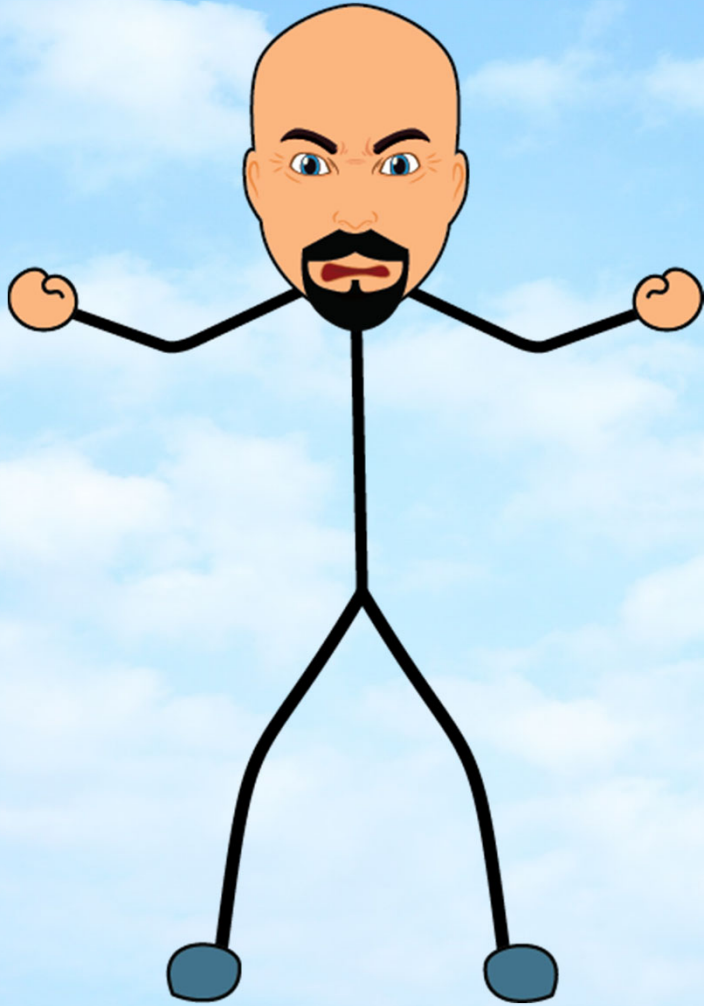
**If You Cannot  
Talk About  
Politics Or Religion ...**

**Then How Could  
You Ever Talk To  
Someone  
About Their Job?**



**"Okay, okay, okay . . . Everyone just calm down and we'll try this thing one more time."**

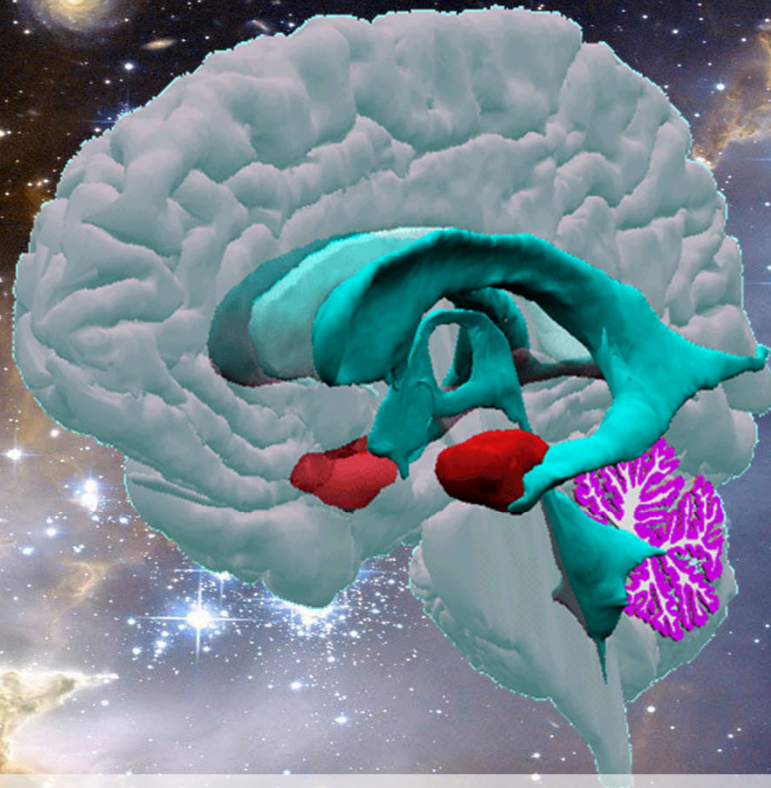




*“Just because  
you’re offended  
doesn’t mean  
you’re right.”*



*“Was that really  
offensive ...  
or are we so  
narcissistic today  
that no one  
can disagree  
with us?”*



*Should Your Workplace Be  
SAFE For Your Brain?*

# ***BRAIN FACTS***

**Your brain comprises about 2% of your body's weight, but it uses 20%-30% of the calories you burn.**

**The brain is very fragile. It has the consistency of "soft butter."**

The background of the slide is a deep space image featuring a large, glowing nebula with intricate, filamentary structures in shades of blue, purple, and white. The nebula is set against a dark, star-filled sky. A semi-transparent white rectangular box is centered on the image, containing the text. The text is in a bold, black, serif font. The overall aesthetic is scientific and cosmic.

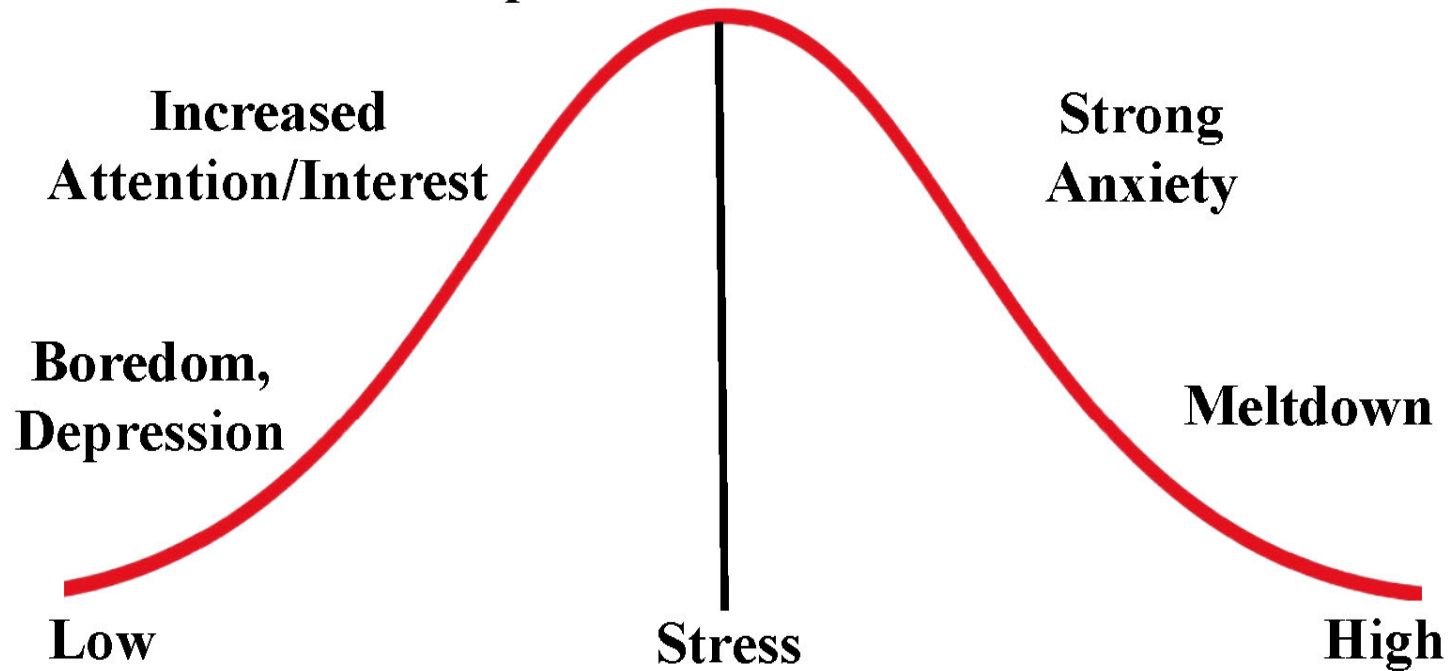
# ***BRAIN FACTS***

**Your brain burns 20% of all your  
oxygen and blood flow.**



## Eustress (FLOW) vs. Distress (FLOODING)

Optimal Performance



# Distress Chemicals

**Flooding of ...  
Adrenaline  
&  
Cortisol**



# Eustress Chemicals

**Oxytocin**

**Dopamine**

**Serotonin**

**Endorphins**

**Telomerase**







**INTERpersonal distress is 3 times worse than IMpersonal distress.**

*Our system was not designed to address*  
*Psychological Distress*



*We actually feel better*  
*when we attack the bully.*



**Which Is Worse?**



**Dr. Ronald Siegel, Psy.D.  
Harvard Medical School**

**80% of all doctor's visits  
are STRESS-RELATED**

**Chronic neck and back pain**

**Gastrointestinal disorders**

**Heachaches**

**Insomnia**

**Sexual dysfunctioning**



**Smoking has a mortality factor of 1.6.**

**So, if you smoke, you have increased your chance of pre-mature death by .6, or 60%.**

**Chronic on-going distress has a mortality factor of 2.**

**That means chronic on-going distress is 40% worse than smoking!**



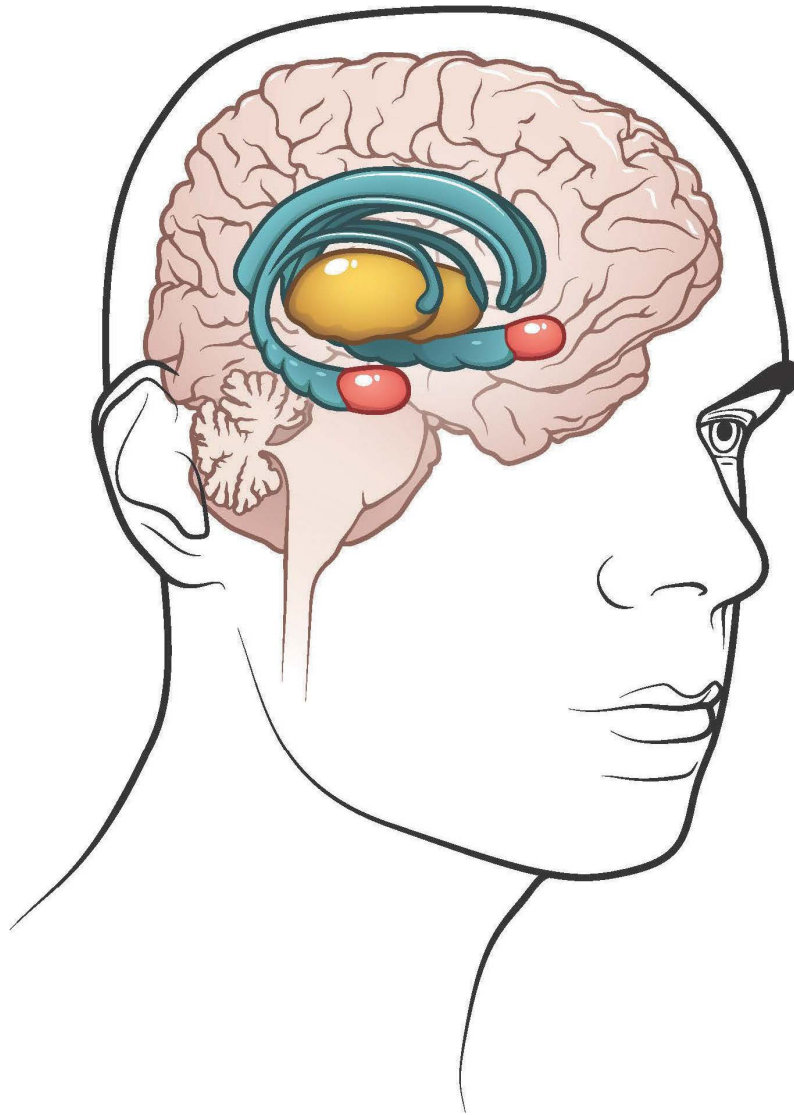
AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

*Has Tracked The  
Greatest Sources of  
Stress Since 2008:*

*Work  
or  
Finances*



**In 2020, the APA sounded the alarm:  
“We are facing a national mental health crisis  
that could yield serious health and social  
consequences for years to come.”**



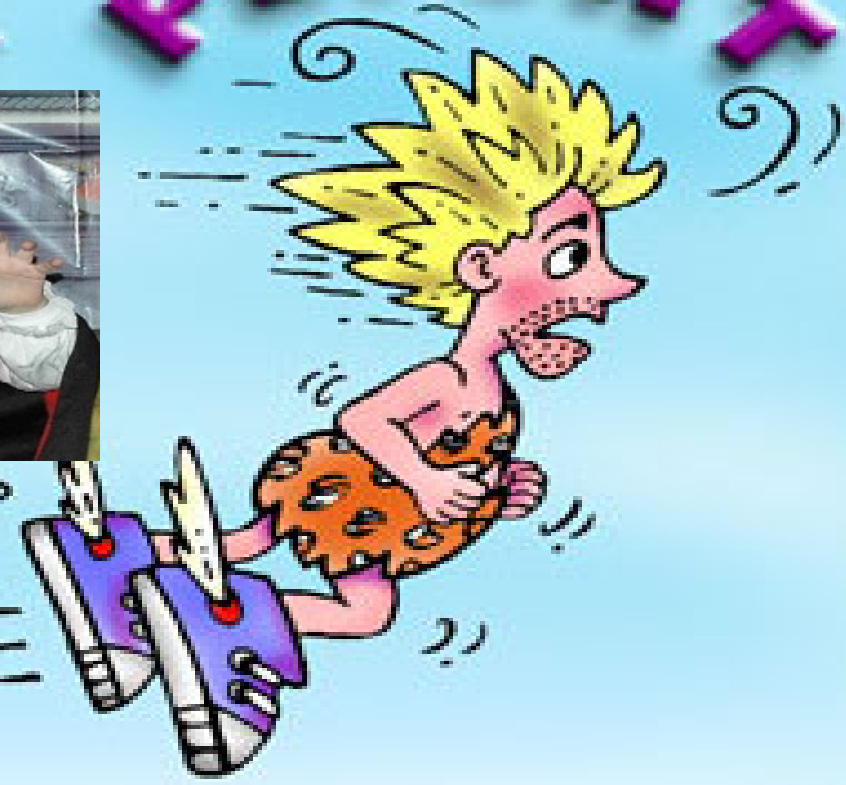
**Why Do I  
Forget Things  
When I Am  
*Stressed?***



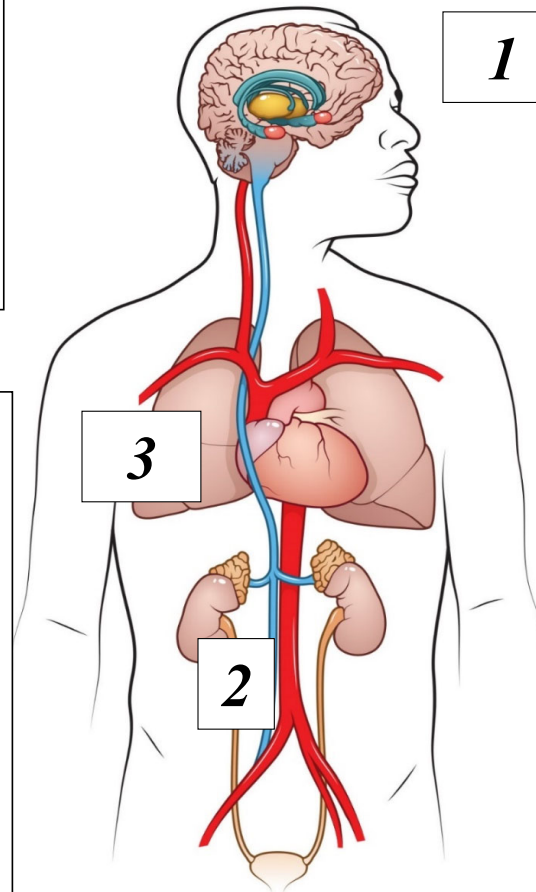
# FIGHT

-or-

# FLIGHT



# **FIGHT OR FLIGHT**



**1**

**1.**

We hear, see, taste, smell or feel a “danger” or stimulus. The brain instantly sends an alarm throughout our nervous system and activates our adrenal glands sitting right on top of our kidneys. We then get that “tightening knot” in our “gut.”

**3.**

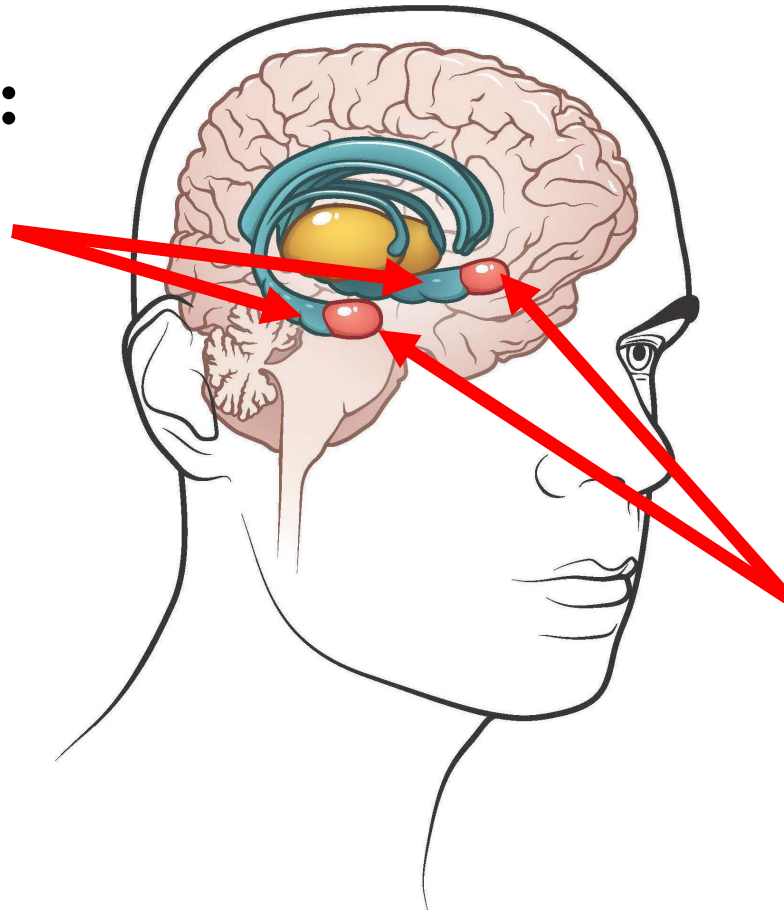
The blood in the body is re-routed to the lungs, arms and legs, leaving the frontal lobes deprived of blood and the face “flushed.”

**2.**

The adrenal glands release adrenaline into our brain and then throughout our body. This release of adrenaline will then speed up our heart rate. When our heart rate hits about 145 beats per minute, we go into full fight or flight.

# Why Do I Forget Things When I Am Stressed?

**Hippocampus:  
Short Term  
Memory**

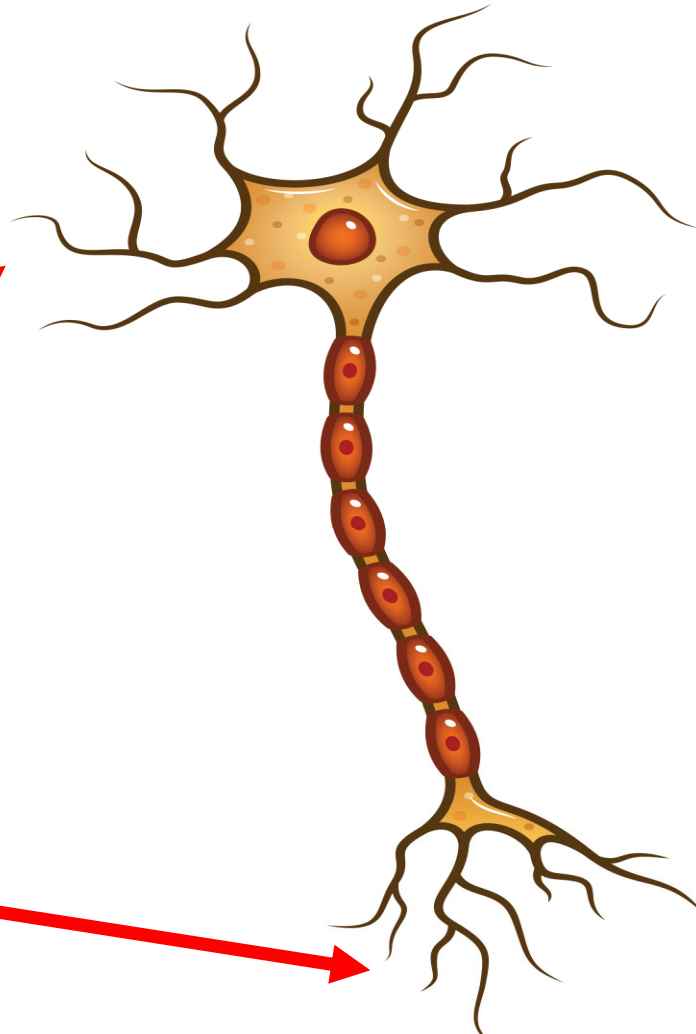


**Amygdala:  
Fight or Flight**

**Dendrites**

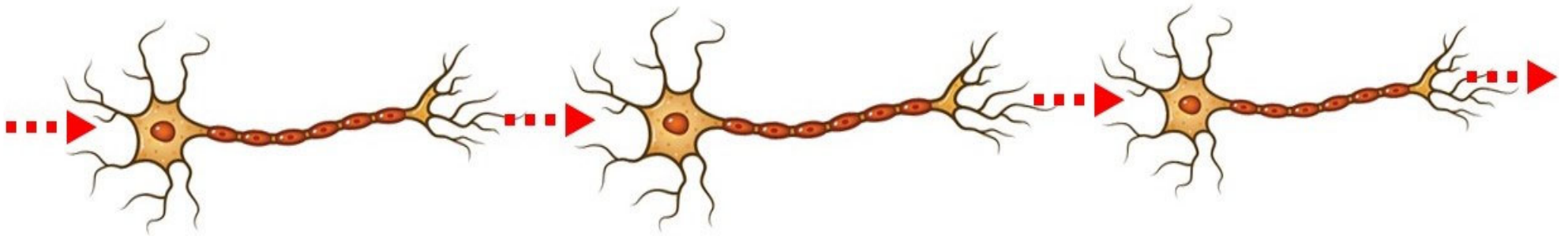


**Axons**



## How Neurons Communicate or “Fire”

Dendrites    .....▶    Axons

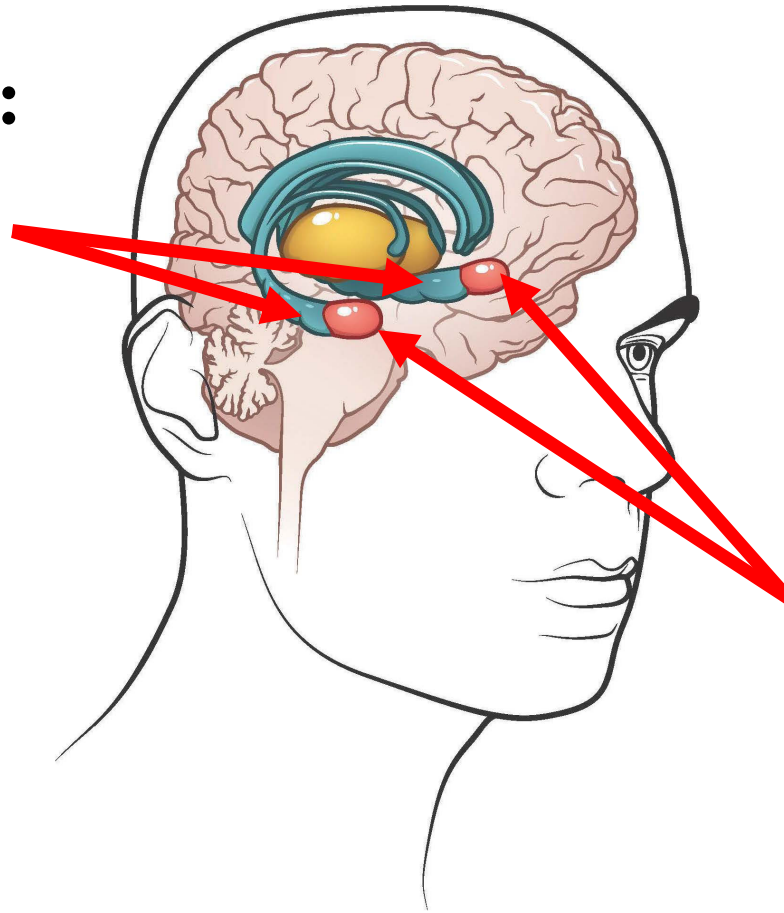


# *SOCIAL EPIGENETICS*

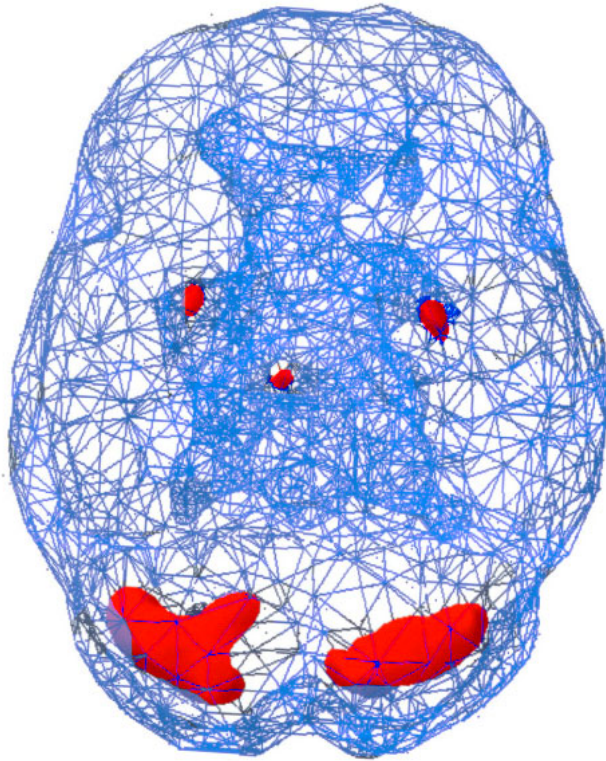


# Why Do I Forget Things When I Am Stressed?

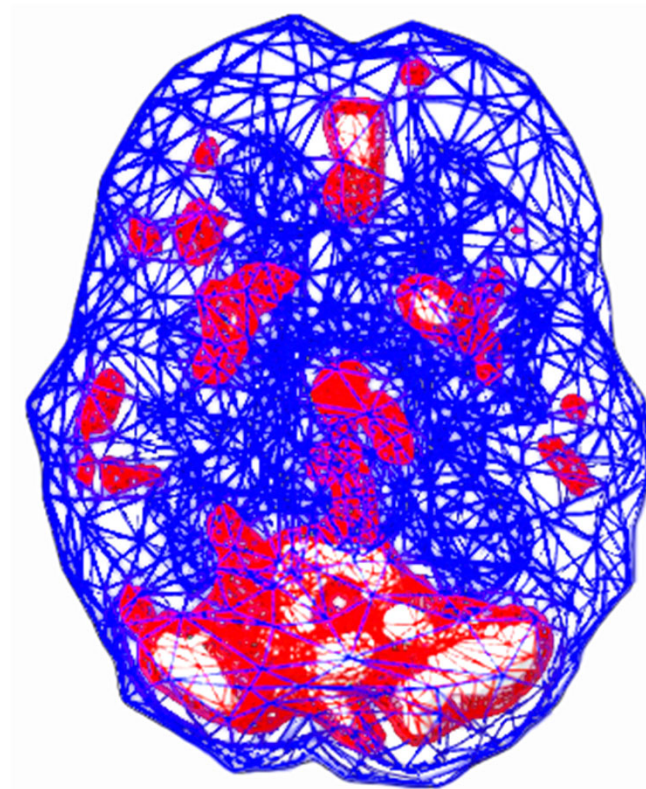
**Hippocampus:  
Short Term  
Memory**



**Amygdala:  
Fight or Flight**



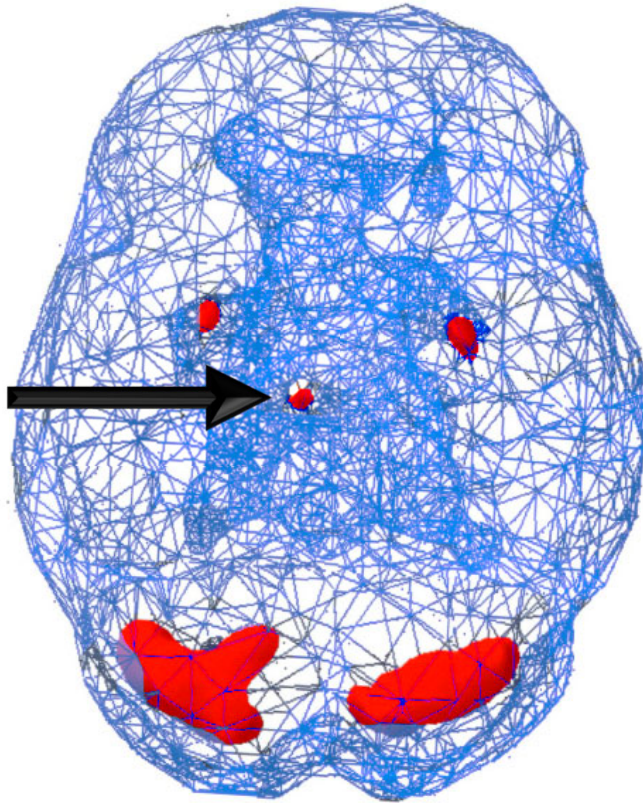
**“Normal”  
Healthy Brain**



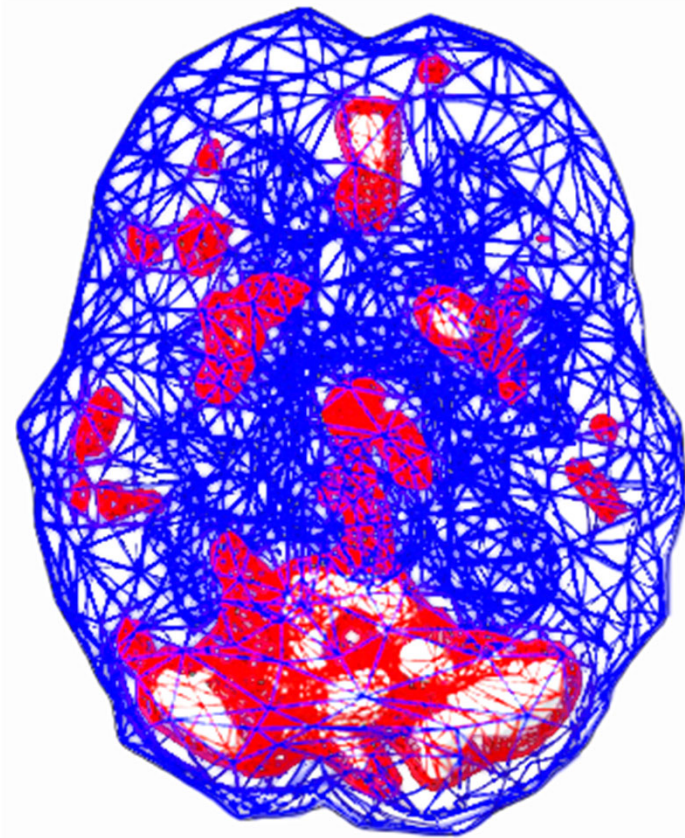
**Brain With Depression, OCD,  
& Panic Attacks = PTSD**



**Limbic  
System**

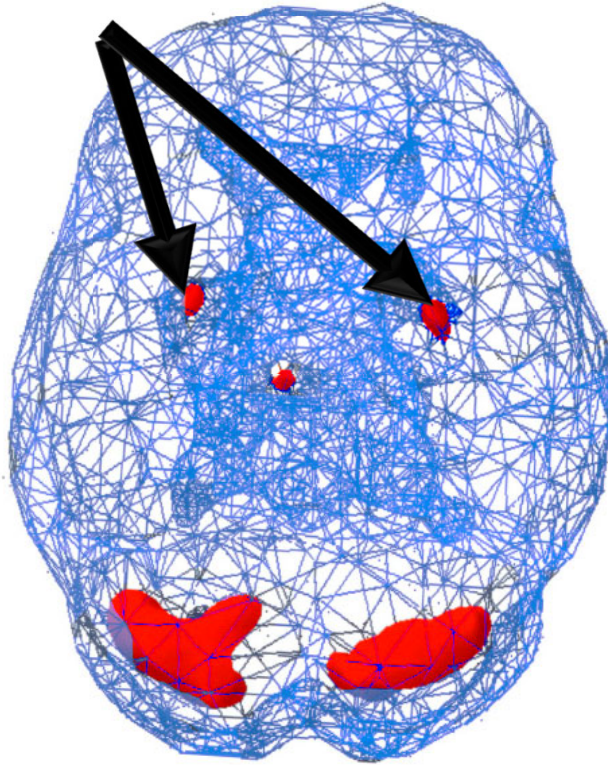


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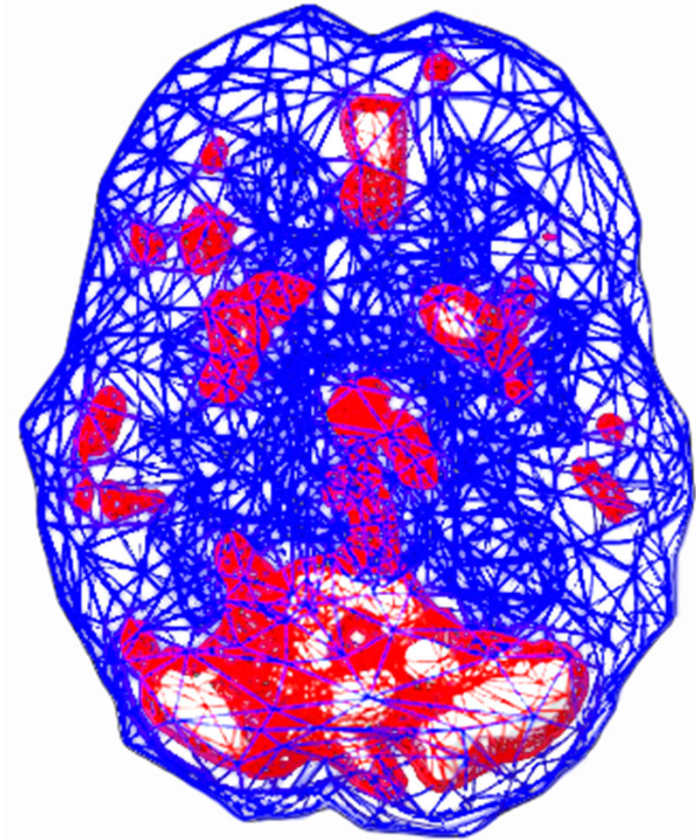


**Brain With Depression, OCD,  
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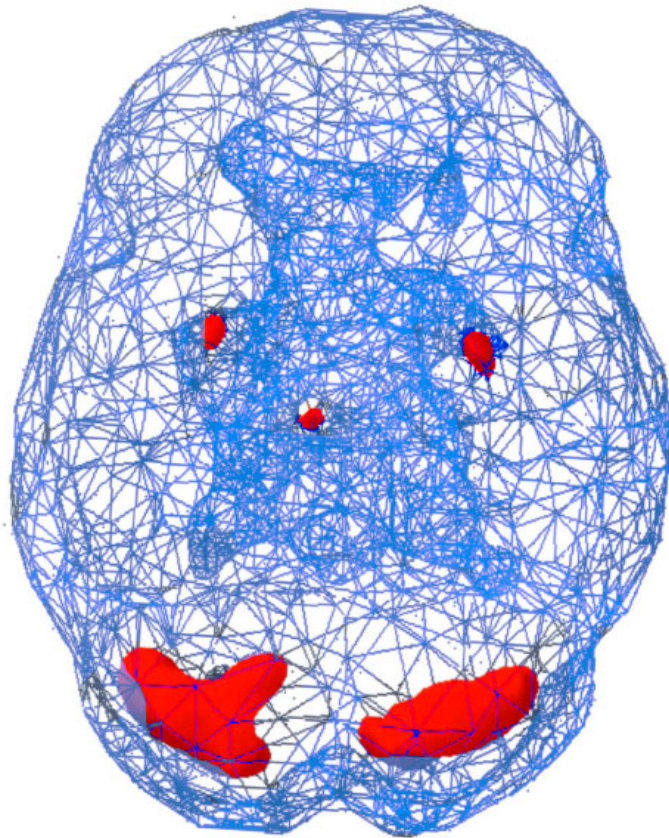
**Apprehension**



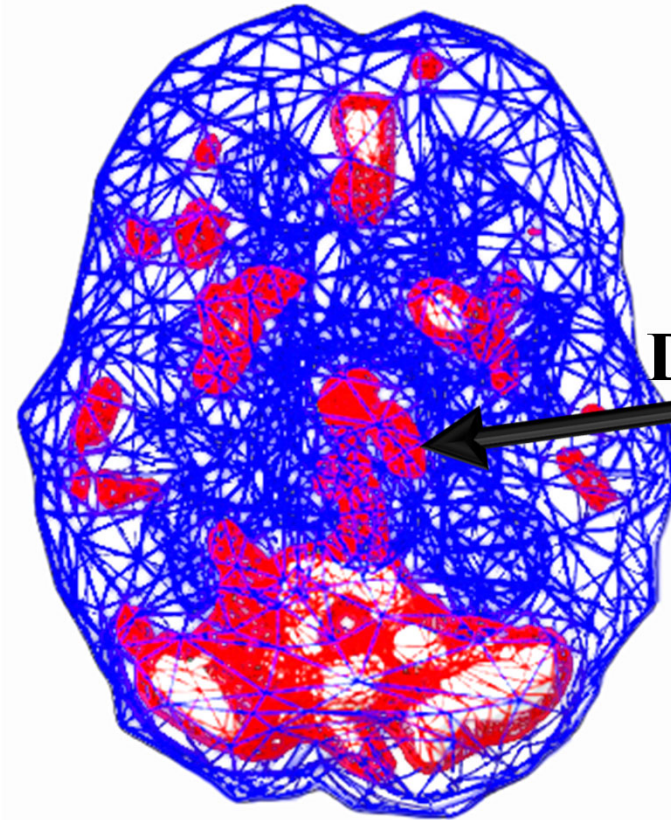
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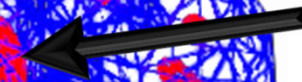
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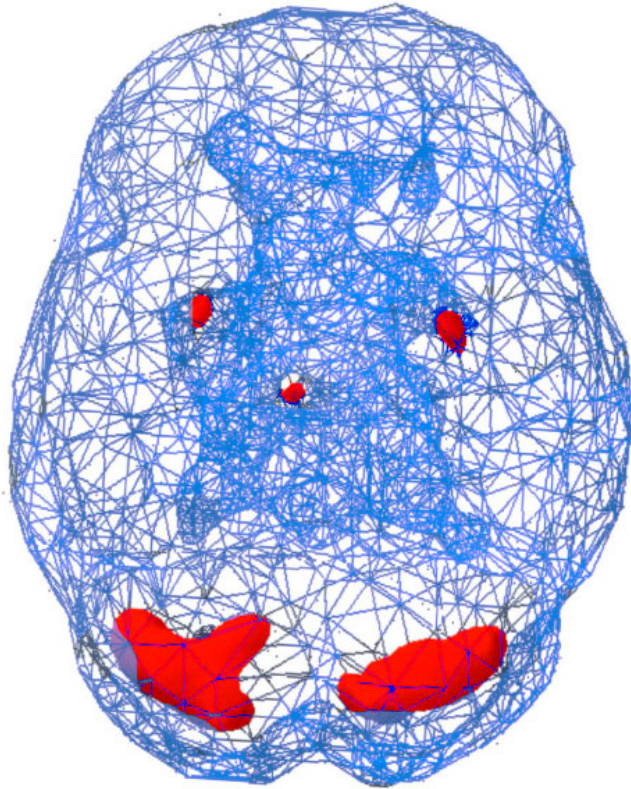
**“Normal”  
Healthy Brain**



**Depression**

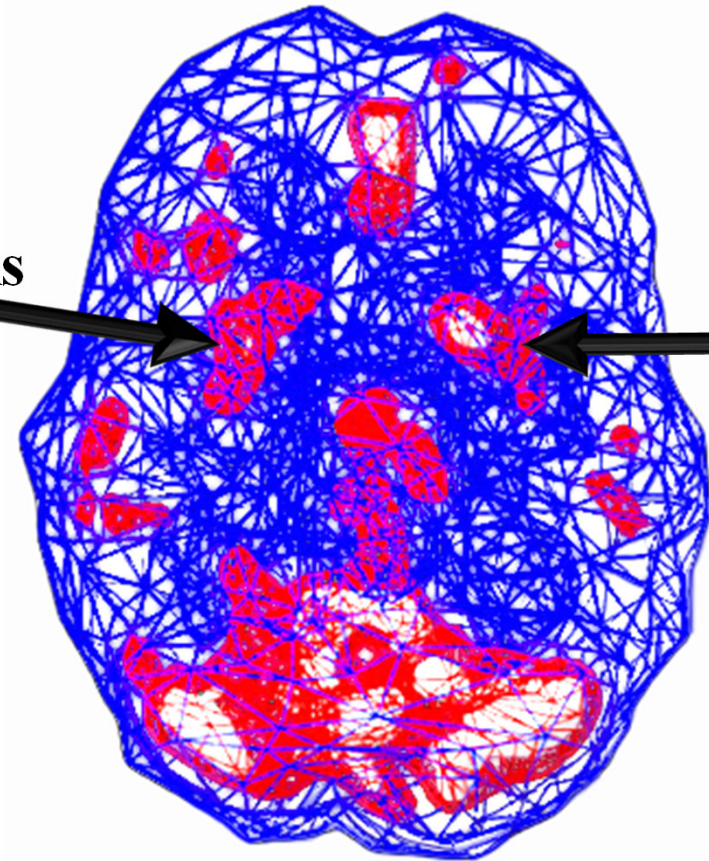


**Brain With Depression, OCD,  
& Panic Attacks = PTSD**



**“Normal”  
Healthy Brain**

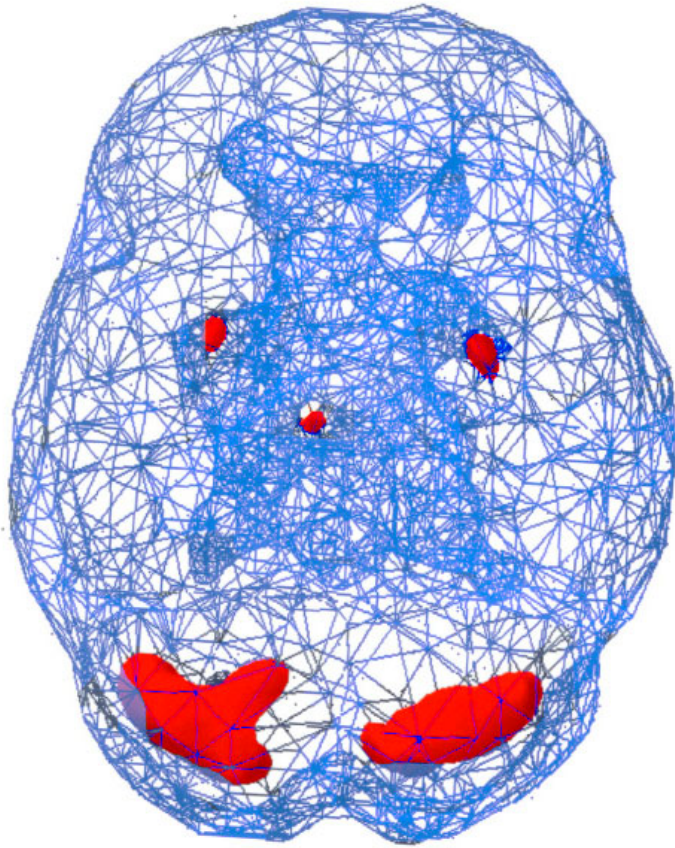
**Panic  
Attacks**



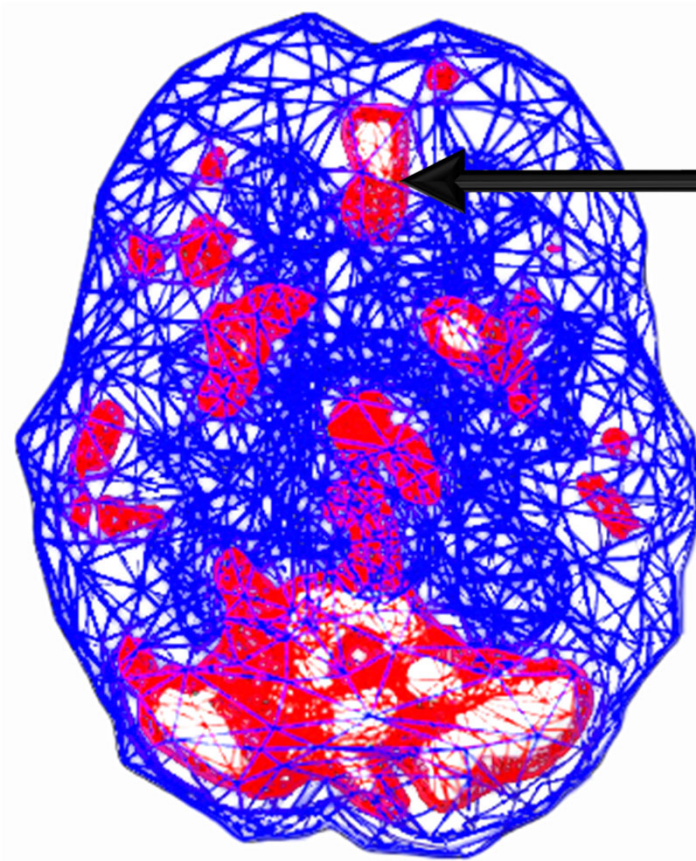
**Panic  
Attacks**



**Brain With Depression, OCD,  
& Panic Attacks = PTSD**

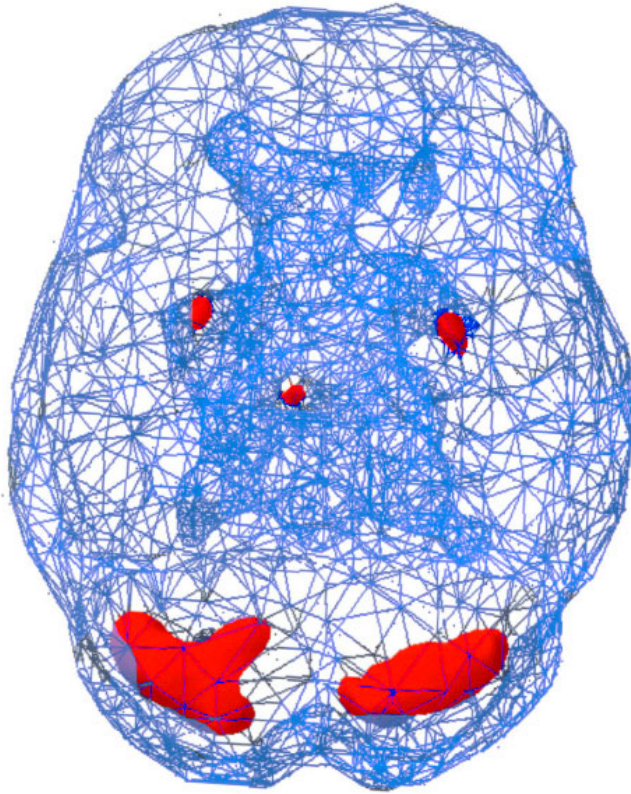


**“Normal”  
Healthy Brain**

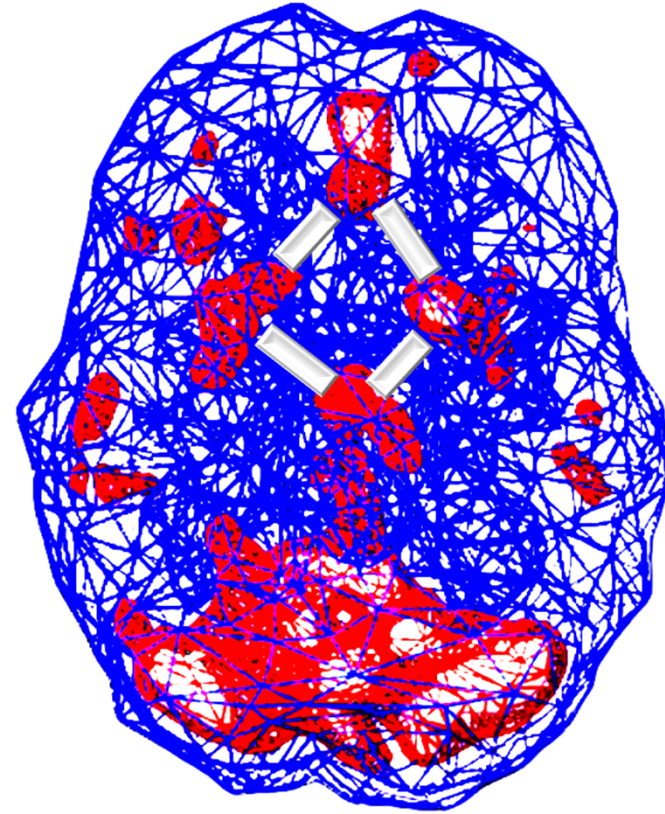


**Obsessive  
Compulsive  
Disorder**

**Brain With Depression, OCD,  
& Panic Attacks = PTSD**

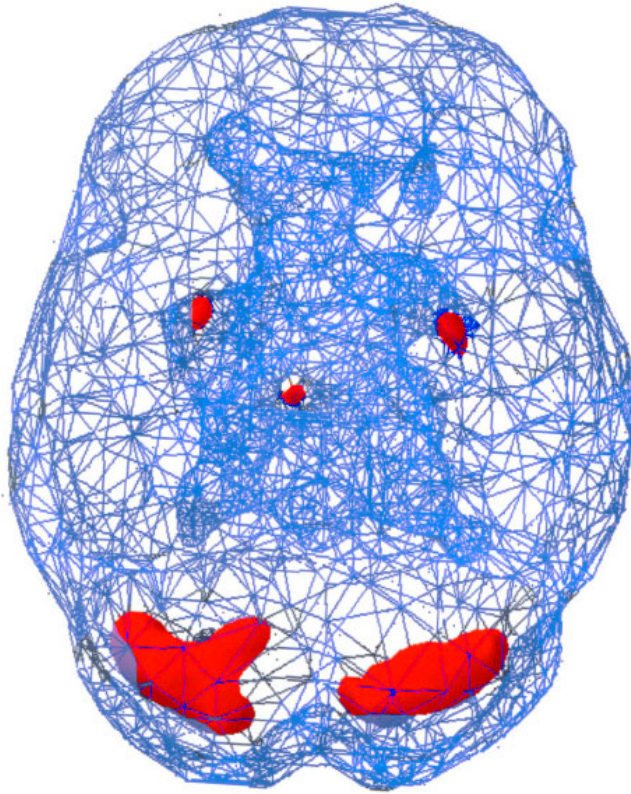


**“Normal”  
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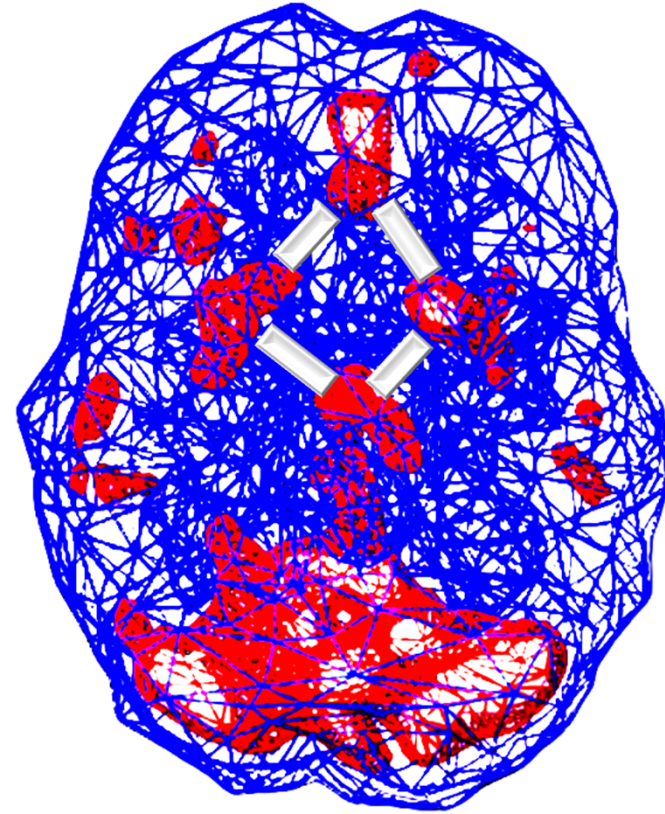


**Brain With Depression, OCD,  
& Panic Attacks = PTSD**





**“Normal”  
Healthy Brain**

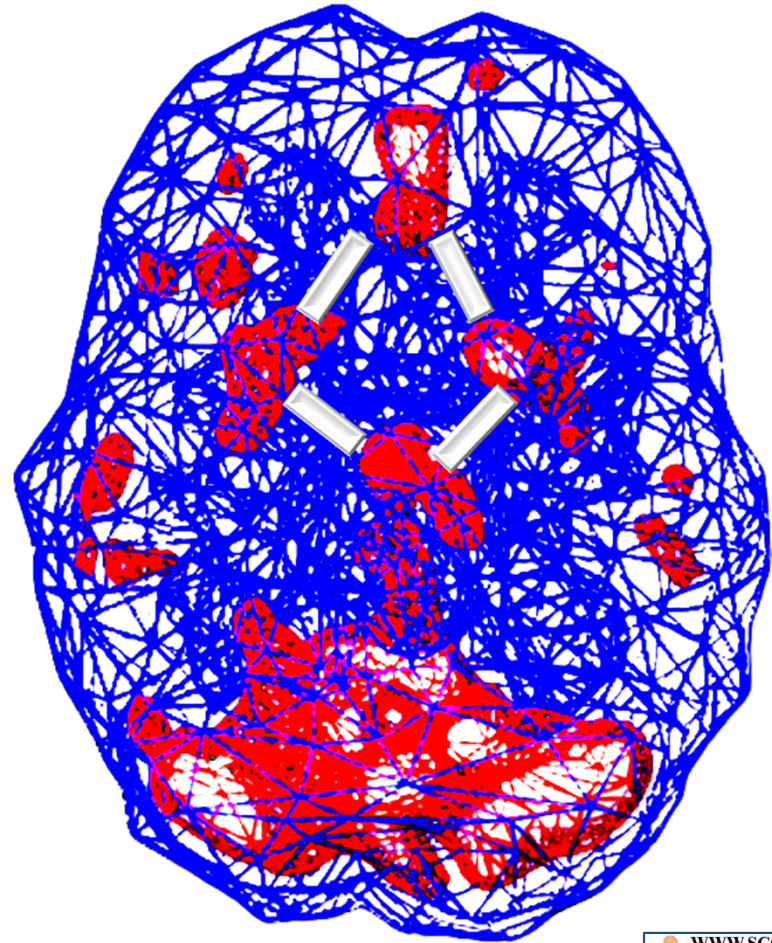


**Brain With Depression, OCD,  
& Panic Attacks = PTSD**

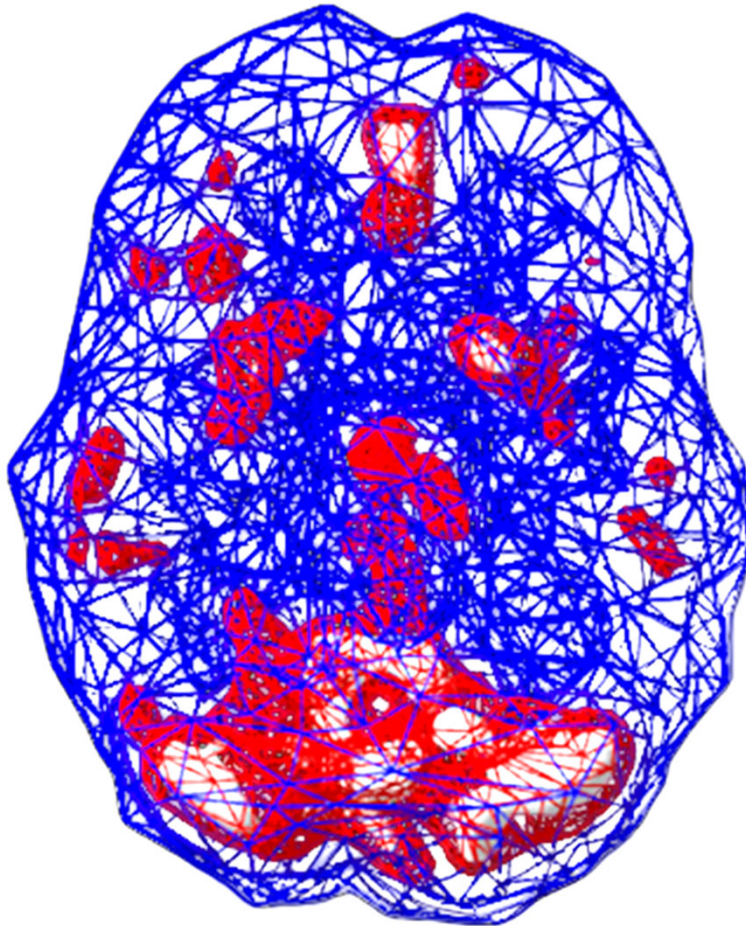


*My Brain 2008 With PTSD*

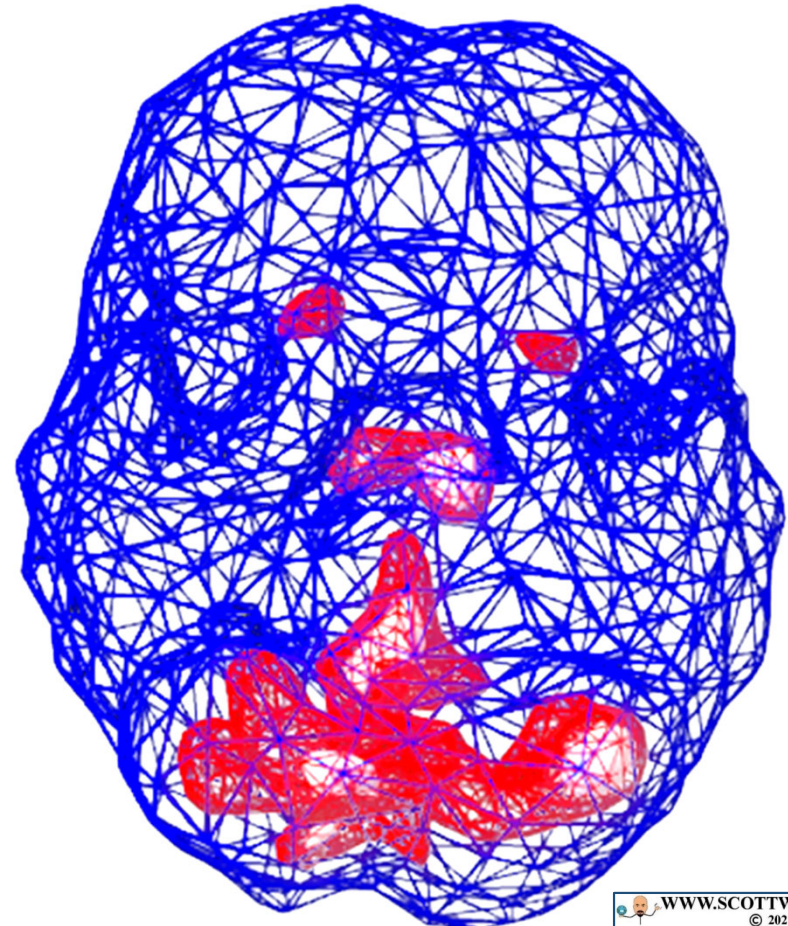
*This  
Diamond  
Pattern  
Is Typical in  
PTSD*



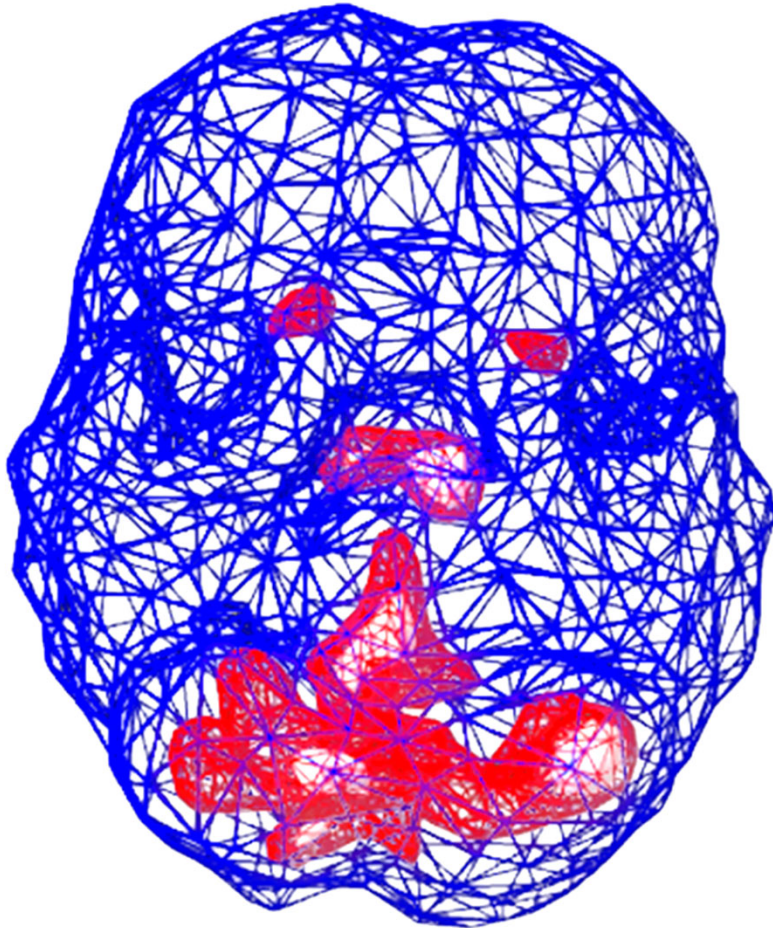
**2008**



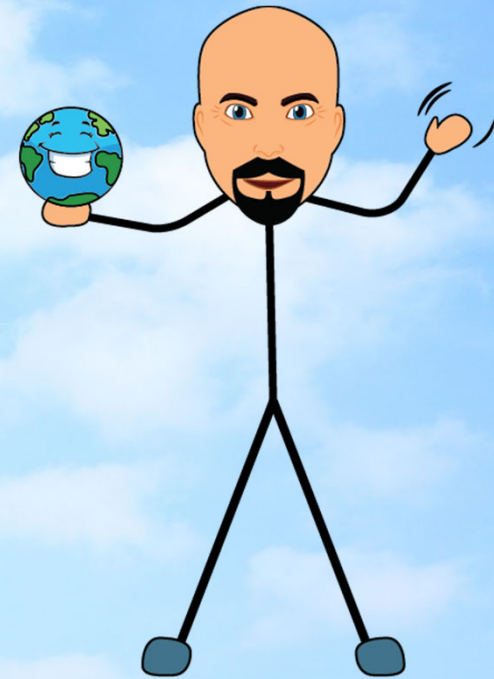
**2020**

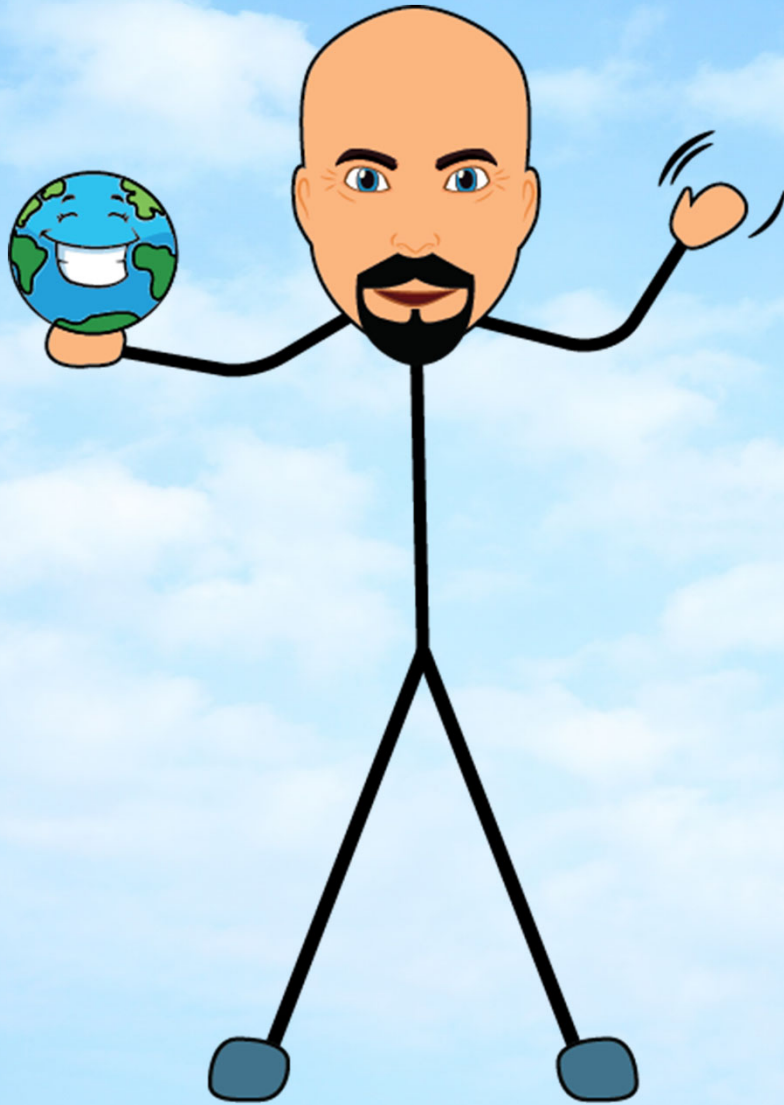


***RULE #1: Get As Many JACKASSES Out of Your Life As Possible!***



1. **Get as many jackasses out of my life as possible, *My Program***
2. **Get my physical and blood fasting blood work,**
3. **Positive thoughts, friends and pets,**
4. **Enjoy my hobbies, such as photography,**
5. **Engage in a meditation routine,**
6. **Adopt a new diet lifestyle,**
7. **Maintain a regimen of vitamin and mineral supplements,**
8. **Water: Drink half my weight in ounces every day,**
9. **Get enough sleep,**
10. **Adopt an aerobic exercise, strength training and sex program and**
11. **Get monthly massages.**





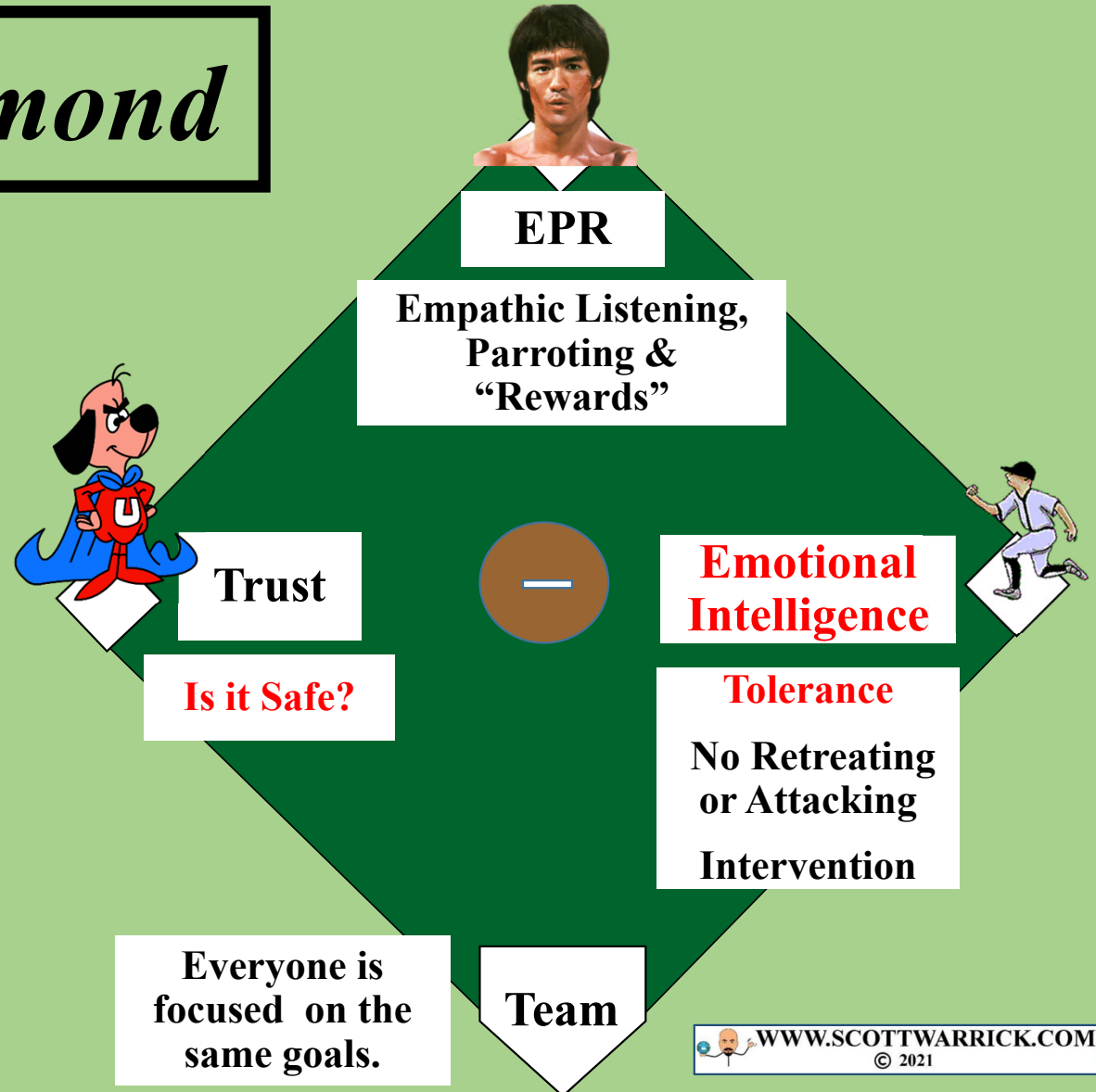
*“I am not here  
to hurt you.”*

*I am here to  
help you.”*

# Diagnostic Diamond



**“Hit King”  
Failed 70%  
of the time**





**TRUST:**

**Is**

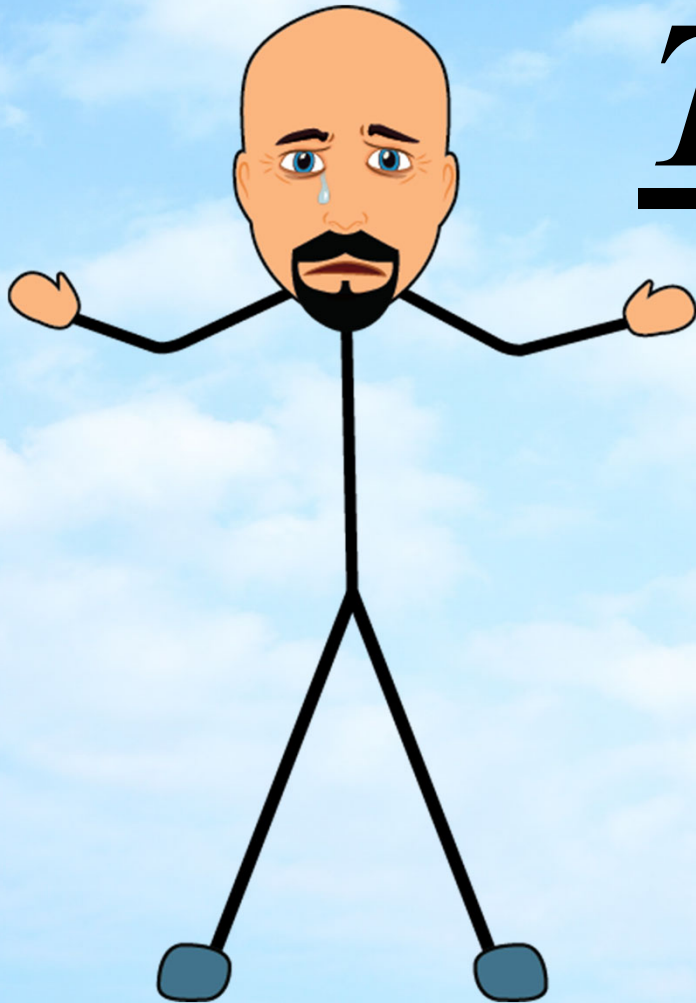
**It**

***SAFE?***

# Is It SAFE?

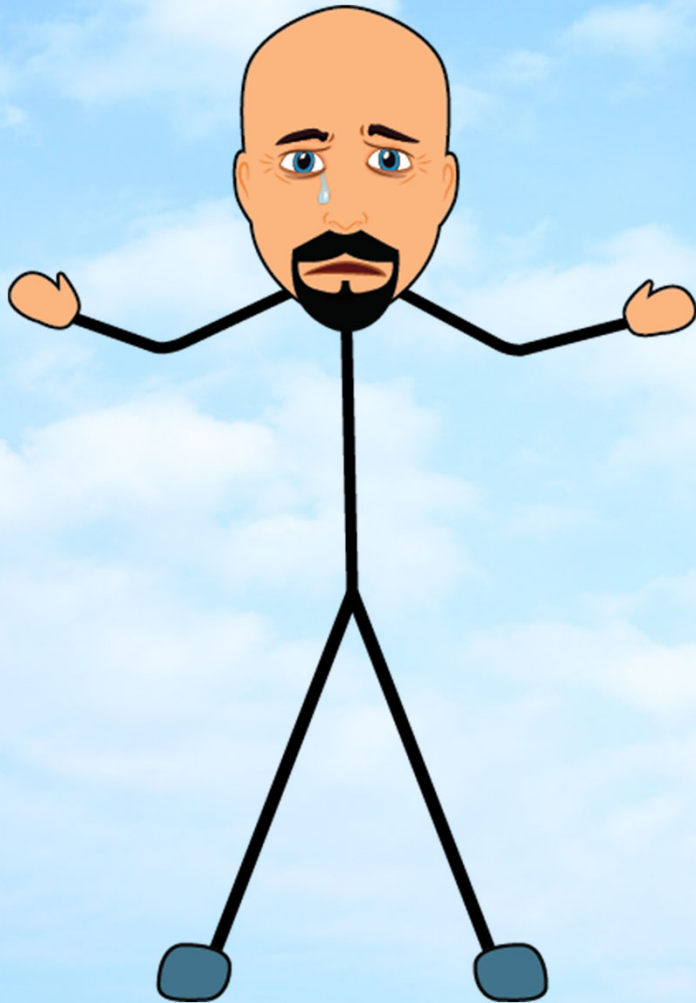
- ✓ **Is the environment safe from germs in the middle of a pandemic?**
- ✓ **Will I go home with all my fingers and toes?**
- ✓ **Is it safe to be different, like being Black, female, gay, and so on?**
- ✓ **Is it safe to disagree with other people?**
- ✓ **Is it safe to disagree with my boss?**





# ***TRUST TEST***

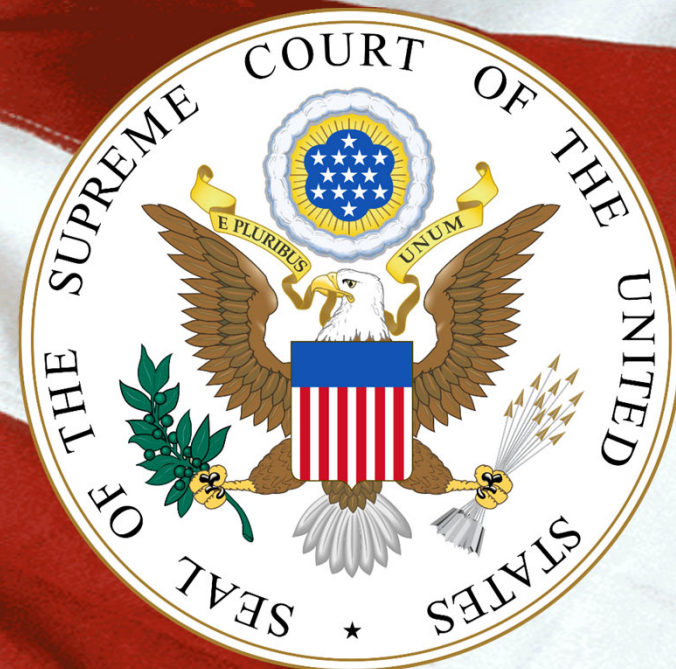
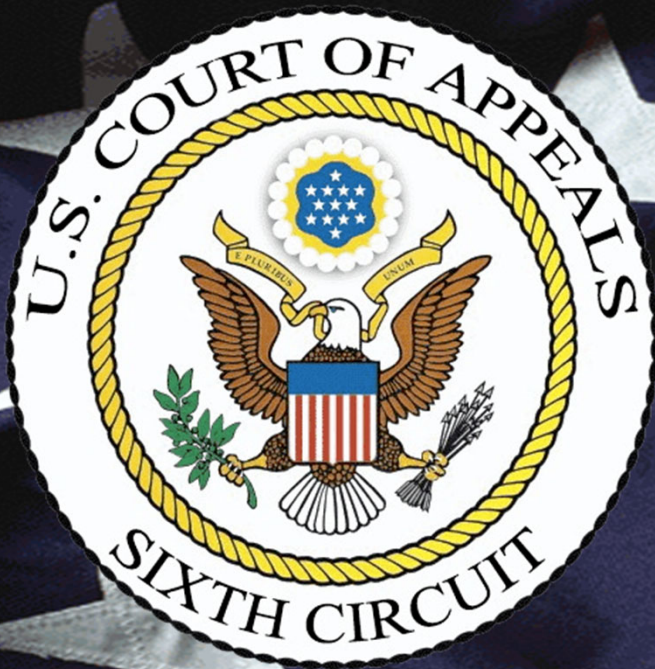
Is It  
***SAFE***  
To Disagree  
In Your Culture?



If It Is ***UNSAFE,***  
*There is no ...*  
***TRUST,***  
***RESPECT***  
*or*  
***ETHICS.***

*What Is*  
***TOLERANCE?***  
**NOT**  
*Persecuting Those*  
*Who Are Different!*





**TOLERANCE IS NOW A LEGAL TERM**

**TOLERANCE...**  
**IS NOT**  
**ACCEPTANCE**

**Does An  
Employer  
Have The Right  
To Tell You What To  
BELIEVE?**

**... Or Does An  
Employer Have  
The Right To Tell Its  
Employees How To  
BEHAVE?**

# How TOLERANT Are You?







# ***EPR***

***Empathic Listening, Parroting & “Rewards”***

***“HOW CAN I HELP YOU?”***



How  
**TOLERANT**  
Are You?

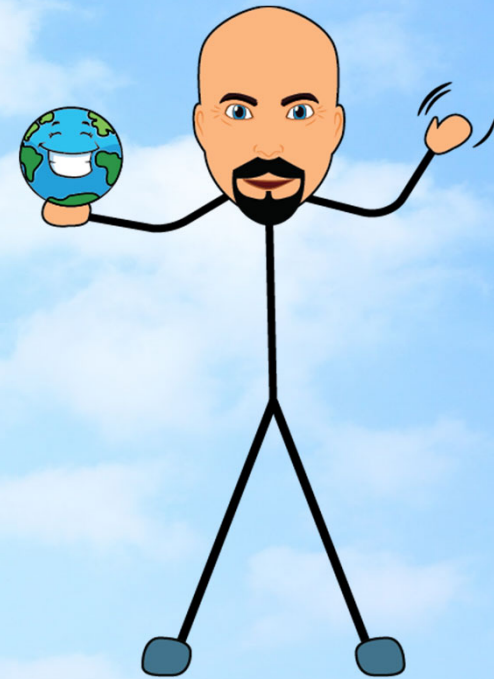


Are You Making It **SAFE**?

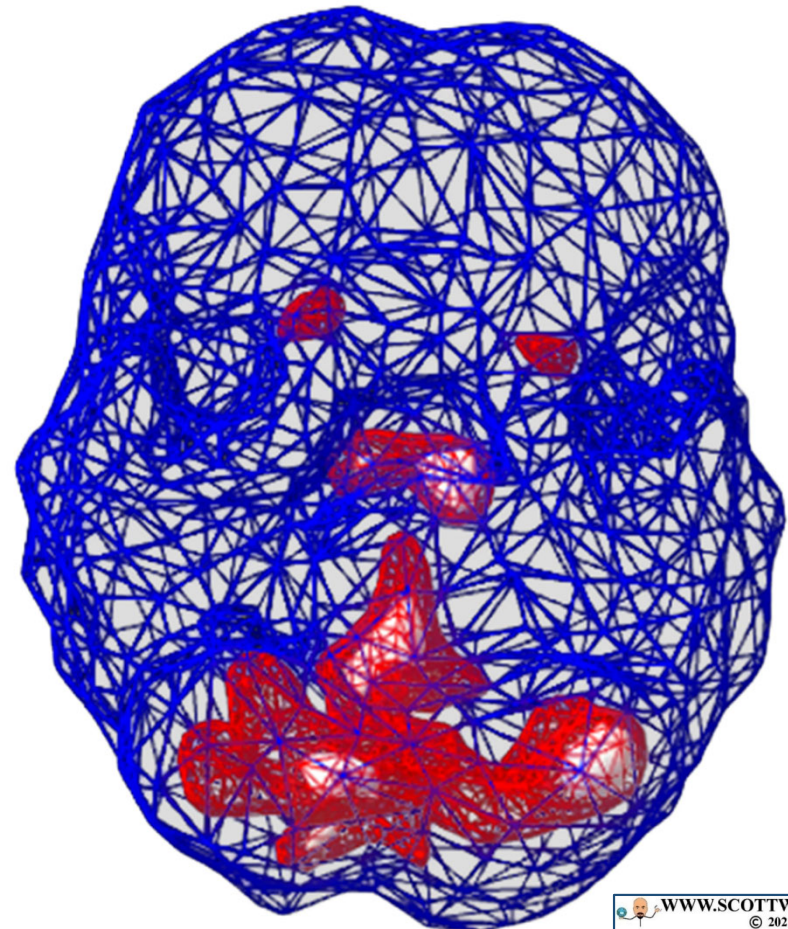
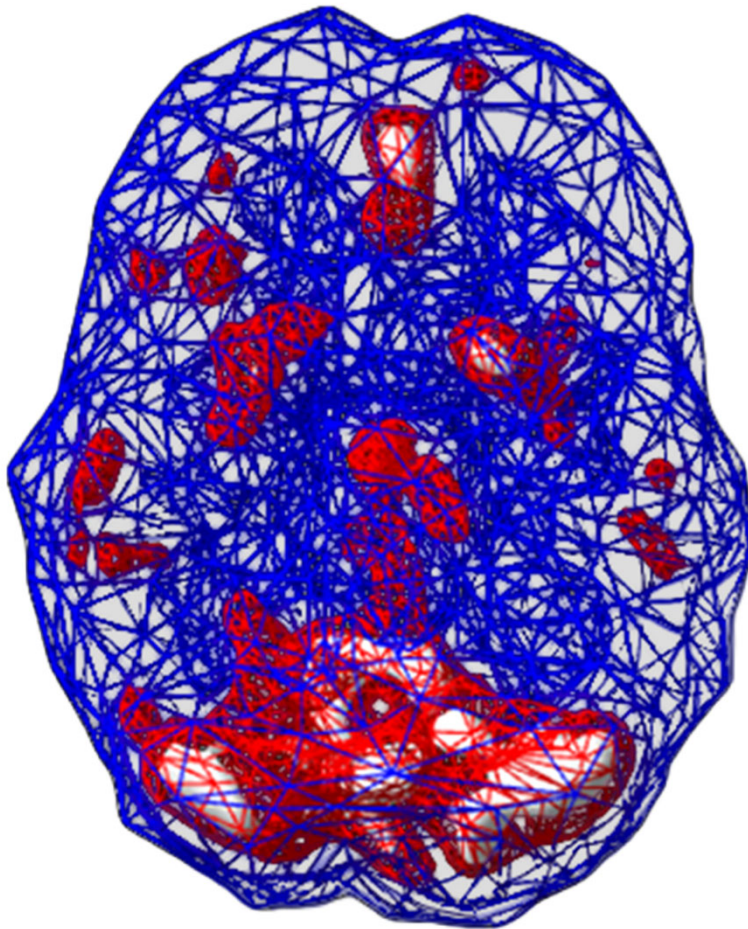
*Coach and Correct*

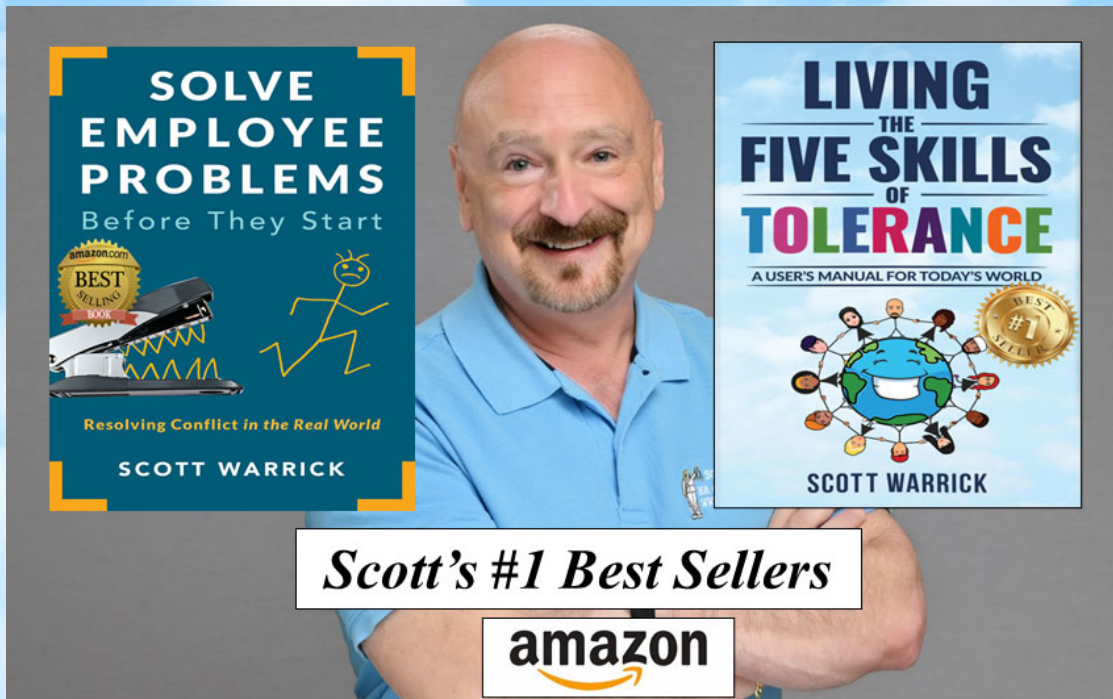


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# *What Kind of Brain Do YOU Want?*





**FREE**  
**Lunch & Learn**  
**Videos Are**  
**Posted!**

[\(https://scottwarrick.com/living-the-five-skills-of-tolerance/\)](https://scottwarrick.com/living-the-five-skills-of-tolerance/)

[www.ScottWarrick.com](http://www.ScottWarrick.com)

## Biographical Information

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP  
Scott Warrick HR Consulting & Employment Law Services  
(614) 738-8317 ♣ [scott@scottwarrick.com](mailto:scott@scottwarrick.com)  
[WWW.SCOTTWARRICK.COM](http://WWW.SCOTTWARRICK.COM)  
Link Up With Scott On [LinkedIn](#)

Scott Warrick, JD, MLHR, CEQC, SHRM-SCP ([www.scottwarrick.com](http://www.scottwarrick.com)) is a two-time best-selling author, a national professional speaker, a practicing Employment Law Attorney and a Human Resource Professional with 40 years of hands-on experience. Scott uses his unique background to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical and entertaining style.

[Scott Trains Managers & Employees ON-SITE in over 50 topics](#), all of which can be customized **FOR YOU!** Scott travels the country presenting seminars on such topics as Employment Law, Conflict Resolution, Leadership and Tolerance, to mention a few.

Scott combines the areas of law and human resources to help organizations in “Solving Employee Problems **BEFORE** They Start.” Scott’s goal is **NOT** to win lawsuits. Instead, Scott’s goal is to **PREVENT THEM** while improving **EMPLOYEE MORALE**.

Scott’s first book, [Solve Employee Problems Before They Start: Resolving Conflict in the Real World](#), is a #1 Best Seller for Business and Conflict Resolution on Amazon.

It was also named by EGLOBALIS as one of the best global Customer and Employee books for 2020-2021. Scott’s most recent book, [Living The Five Skills of Tolerance: A User’s Manual For Today’s World](#), is also a #1 Best Seller in 13 categories on Amazon, including Business Leadership, Minority Studies, Organizational Change, Management, Religious Intolerance, Race Relations and Workplace Culture, to mention a few.

Scott has been named one of Business First’s 20 People To Know In HR, CEO Magazine’s 2008 Human Resources “Superstar,” a Nationally Certified Emotional Quotient Counsellor (CEQC) and a SHRM National Diversity Conference Presenter in 2003, 2006, 2007, 2008, 2010 and 2012. Scott has also received the Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of HR Management and the Ohio State Human Resource Council’s David Prize for Creativity in HR Management.

Scott’s academic background and awards include Capital University College of Law (Class Valedictorian (1st out of 233) and Summa Cum Laude), Master of Labor & Human Resources and B.A. in Organizational Communication from The Ohio State University.

For more information on Scott, just go to [www.scottwarrick.com](http://www.scottwarrick.com).