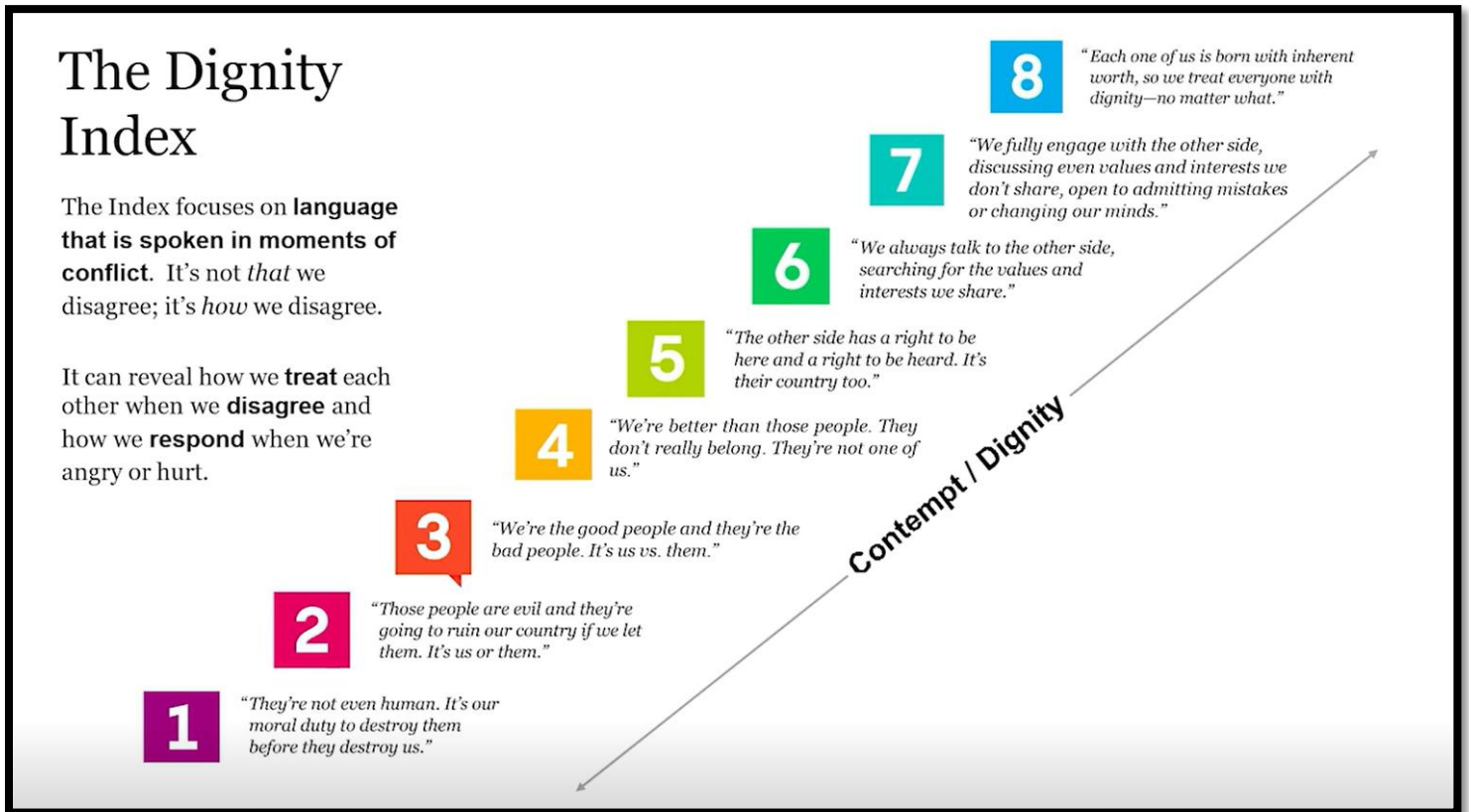


## The Dignity Index ([www.dignity.us](http://www.dignity.us))

The desire to be treated with dignity (*just after the instinct to survive*) is one of the most powerful drivers of human behavior for all people. Honoring the dignity of others creates relationships with strong foundations and is key to successfully working with people of differing dispositions and viewpoints. The Dignity Index focuses on language that is spoken in moments of conflict when people disagree, which can be contemptuous or dignified.



### The 10 Elements of Dignity

1. Accepting Dignity – Approach people as an equal. Allow others to be authentic. Interact without prejudice or bias.
2. Inclusion – Make others feel that they belong, whatever the relationship.
3. Safety – Put people at ease physically (feel safe from bodily harm) and psychologically (feel safe from being humiliated).
4. Acknowledgement – Give people your full attention by listening, validating, and responding to their concerns and feelings.
5. Independence – Encourage people to act on their own behalf so that they experience a sense of hope and possibility.
6. Recognition – Validate others for their talents, hard work, thoughtfulness, and help. Be generous with praise and gratitude.
7. Fairness – Treat people justly, with equality, and in an evenhanded way. Treat them without discrimination or injustice.
8. Benefit of the Doubt – Treat people as trustworthy. Start with the premise that others have good motives and integrity.
9. Understanding – Actively listen to what others think to understand them. Let them explain and express their points of view.
10. Accountability – Take responsibility for your actions. Apologize if you hurt someone. Change your hurtful behaviors.

### Solve problems by choosing dignity with the following pointers.

1. Be curious, not furious – Approach disagreements with curiosity, using language that invites dialogue.
2. Regulate then debate – When you start to get upset, pause and take a breath before speaking.
3. Listen to understand, not to respond – Really listen to the other person and consider summarizing what you heard.
4. Challenge ideas, not people – Don't attack people. Speak your truth but do it with dignity.
5. Acknowledge knowledge – When someone else makes a logical or interesting point, acknowledge their point.
6. Build up rather than tear down – Explain and build up your idea. Don't attack others' ideas or dehumanize the person.

“Archbishop: Isn’t it clear that evil is more powerful than good?”

“No! Evil is not more powerful than good...

But it is better organized!”

Archbishop Desmond Tutu



## The Foundation of Relationships: Dignity

“Along with our survival instincts, the **yearning to be treated with dignity** is the single most powerful force motivating our behavior. It transcends race, gender, ethnicity and all other social distinctions.”

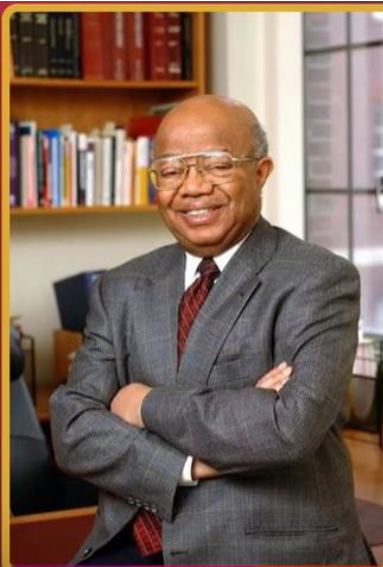
Dr. Donna Hicks

International Conflict Resolution Specialist  
and author of *Dignity*

“**For the planet and for all living beings to move forward, we can rely on nothing less than an inherent original goodness and a universally shared dignity.**”

Richard Rohr

Founder  
Center for Action and Contemplation

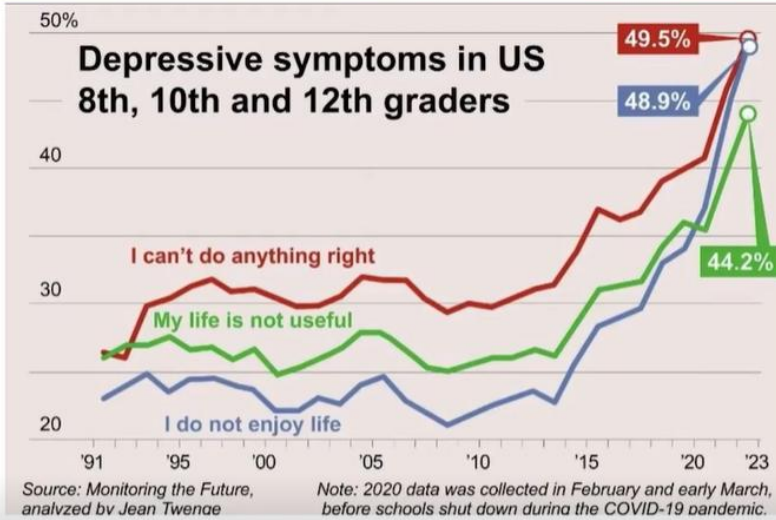


Teaching and Learning is...

## A Relationship!

The constructive act of two or more people bonded by shared experience, meaning, and value.

“Social belonging is a powerful and universal human need (Hawley & Cacioppo, 2010). Indeed, human’s sociality—trust, cooperation, and interdependence— is a key aspect of our survival as a species (Lieberman, 2013), **making the desire for belonging as relevant to our survival as sex, hunger, and thirst** (Baumeister & Leary, 1995).”



*Hate cannot drive out hate. Only love can do that.*

*Darkness cannot drive out darkness. Only light can do that.*

*Rev. Dr. Martin Luther King, Jr.*



