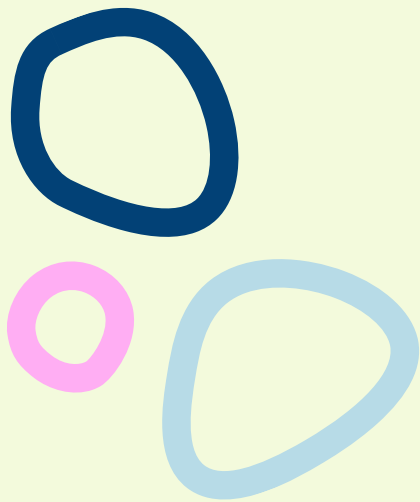


Dignity



THE 10 ELEMENTS

Based on the work of
Dr. Donna Hicks

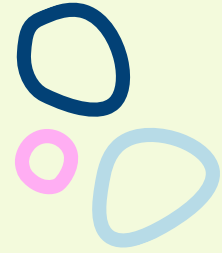
Having the 10 Elements lets you name behaviors and address actions that can be changed.

Shared vocabulary allows you to give and receive feedback that is not connected to character and it does not weaponize shame.



Telling someone their actions made you feel a lack of recognition is a lot more concrete than telling someone they are an asshole.

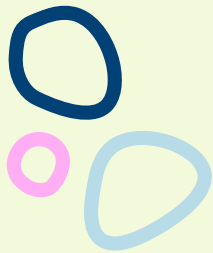
Acceptance of Identity



Approach people as neither inferior nor superior to you; give others the freedom to express their authentic selves without fear of being negatively judged; interact without prejudice or bias, accepting how race, religion, gender, class, sexual orientation, age, disability, etc. are at the core of their identities. Assume they have integrity.

Recognition

Validate others for their talents, hard work, thoughtfulness, and help; be generous with praise; give credit to others for their contributions, ideas and experience.

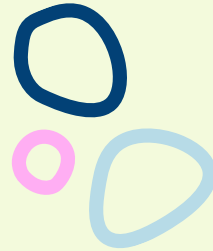


Acknowledgement

Give people your full attention by listening, hearing, validating and responding to their concerns and what they have been through.

Inclusion

Make others feel that they belong at all levels of relationship (family, community, organization, nation).

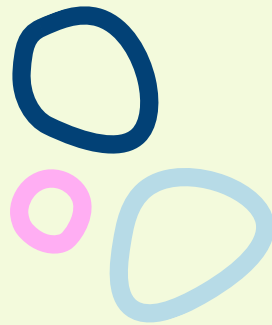


Safety

Put people at ease at two levels: physically, where they feel free of bodily harm; and psychologically, where they feel free of concern about being shamed or humiliated, that they feel free to speak without fear of retribution.

Fairness

Treat people justly, with equality, and in an evenhanded way, according to agreed upon laws and rules.

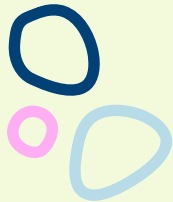


Independence

Empower people to act on their own behalf so that they feel in control of their lives and experience a sense of hope and possibility.

Understanding

Believe that what others think matters; give them the chance to explain their perspectives, express their points of view; actively listen in order to understand them.

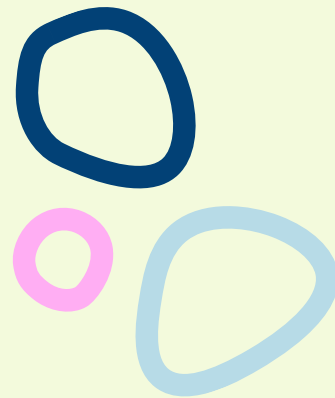


Benefit of the Doubt

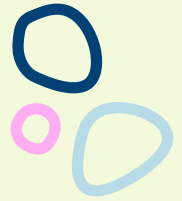
Treat people as trustworthy; start with the premise that others have good motives and are acting with integrity.

Accountability

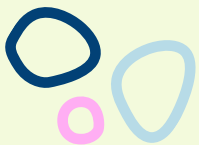
Take responsibility for your actions; if you have violated the dignity of another, apologize; make a commitment to change hurtful behaviors.



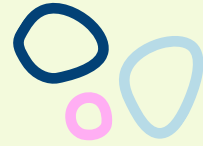
Which one has the most impact on your sense of self-worth?



For example, I am a recognition fiend. I grew up with learning disabilities and felt stupid all the time. So now, as an adult, I have to fight my need for recognition on the daily. If I don't feel recognized, my assholery starts to come out. I then have to work to remind myself I am the keeper of my dignity and cool my urge to dominate.



The 10 Elements and You



Knowing which one(s) you are vulnerable to is important data. Knowing helps you figure out what will trigger the strongest emotional reaction. Knowing also helps you figure out what kind self-compassion you need when you are feeling hurt. Language is empowering.

Name Them to Tame Them, Y'all

super ✨
✨ **duper**