



YOUR EARLY DETECTION RESPECT TOOL

A PRO-ACTIVE APPROACH TO PREVENTION



A WORD FROM THE EXPERTS²

Early detection of problems relating to the lack of respect between workers and rapid subsequent intervention has, according to scientific studies, a favorable effect on their well-being and self-esteem. It should also be noted that this approach has a beneficial impact on the financial health of organizations and contributes to a favorable progression in interpersonal relationships. In the fall of 2020, it was reported that 50 % of workers were in psychological distress*. The pandemic has given rise to a major shift in the workplace and the adaptation challenges are numerous. Employers must assess the costs associated with this predicament. Already, technological and legislative changes have shaken up the way we cohabitate in our professional environments and, it should be noted, have led to many favorable advances in improving the climate of interpersonal relationships. Internal policies for the prevention of psychological harassment in Quebec have given way to significant savings of time, energy and, subsequently, money.

We, at Humà, are also very concerned by the rarity of human resources that currently constitutes a major challenge for organizations. Humà Experts² can provide, through its expertise, turnkey solutions to these various problems which could assist in finding a solution to the issue of retaining qualified personnel that is currently in high demand as well as other issues related to a healthy work environment.

It is with great pleasure that we present to you the result of years of research on how to better equip organizations with effective tools in the management of human resources, more specifically, in the creation and management of respect among workers. This will allow organizations to focus more on productivity and less on the day-to-day issues.

We can therefore guarantee that with the use of the Humà Radar protocol, organizations can ensure a healthy environment that complies with the new provisions of the law.



* Radio-Canada program: 'Le travail pour le meilleur ou pour le pire' aired on 11-16-21

THE PROTOCOL

The more we talk about a problem, the further away we are from a solution. Humà Experts²'s Radar is inspired by an industrial design developed by a Nobel Prize winner in economics*. It establishes a framework to which all employees must refer to in order to maintain respectful relationships.

THIS PROTOCOL INCLUDES 4 COMPONENTS:

- A customized prevention and intervention policy.
- A training program to ensure that all employees understand the meaning and importance of the policy.
- Their commitment to abide by the policy.
- The use of the Humà Radar tool to confirm the presence of respect in the environment and the option to assist if necessary.

It is essential that employees understand the difference between management rights and conduct that may be characterized as psychological harassment, intimidation and/or mobbing. The employer's obligation to identify the risks and immediately stop inappropriate behavior justifies the use of such an approach.

Recognition respect is, according to recent scientific research, an essential foundation for a healthy corporate culture. Humà Radar is part of the continuity of a new paradigm designed by the Experts².

Humà Radar guarantees a reassuring presence in real time for both workers and managers. A healthy and stimulating work environment has now become a possible reality thanks to Humà Radar.



* Richard Thaler



MUTUAL RESPECT IS THE FOUNDATION OF TRUE HARMONY

— Dalai Lama

Research on respect in Western society* has demonstrated that a lack of respect contributes to causing a negative experience in the workplace.

So, we can unequivocally conclude that if an increase in the rules of civility and respect in the workplace reduces the risk of incidents that would qualify as harassment and bullying, it would therefore translate into a positive workplace experience. Thus, this increases the level of engagement as well as organizational citizenship behavior.

In a culture where collective well-being takes precedence, leaders and subordinates must abide by employer rules and policies which define respect as an intrinsic value.

In scientific literature, much research shows the effectiveness of respect in a process to prevent harassment. We must hence focus on developing solutions. Recognition respect is identified, according to research, as having a favorable impact on reducing negative behaviors including harassment and/or bullying. The presence of respect can then be measured by a scientifically validated questionnaire. It has been shown that recognition respect reduces bullying and harassment and, in so doing, reduces the costs of investigations which are sometimes expensive. It is clearly necessary to focus interventions on the application of solutions. What we know through scientific research is this: 98 % of workplace behaviors are adequate and we should not contaminate groups with the 2 % of inappropriate behaviors.

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THE TOOL

HUMÀ RADAR, A NEW APPROACH USING ADVANCED TECHNOLOGY

Humà Radar allows real-time monitoring with the possibility to rapidly intervene when required. It quickly and effectively detects, in all workplaces, the presence of a sufficient level of respect in interpersonal relationships.

The Radar has five (5) simple questions that detect, in real time, the presence of respect in your organization. The sensitivity of the Radar adjusts to the needs and circumstances of each organization. If the Radar detects significant difficulties, there will be more questions that will provide details to assist in accurately identifying the nature of the issue.

It is essential to underline that Humà Radar guarantees that the data is managed confidentially by an autonomous and independent third party. The Experts² have 70 years of experience collectively in the effective management of human resources and the promotion of physical and mental health, often within the context of urgent and complex situations.



www.humaexperts.com