

# Deborah Anderson

## Founder of Deborah Anderson Consulting

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<http://www.deborahanderson.website> Deborah Anderson. I believe the way people treat each other at work is central to the wellbeing of individuals and significantly impacts families and the wider culture. This belief comes from



my experience and research of working with people in organizations. Healthy behavior is the driver behind safety, innovation, open communication, respect, and performance. How we treat each other at work is measurable and is directly linked to customer experience, satisfaction and financial stability. The 5-Stage Process is the tested method of change that has been developed with clients and is all about engaging the brainpower of every employee, from senior leadership to frontline. Human

beings drive it all.

For 30 years I have been consulting with large and small healthcare providers, universities, unions, government divisions, and businesses. My work has been reported in every major newspaper in the United States, in professional journals, and in a multitude of other publications. An article in the Journal of American Medical Association referred to us as “the state-of-the-art.”

Over 85,000 employees have participated in a survey that measures perceptions of behavior in the workplace. Ninety-five percent report experiencing or witnessing abusive behavior at work. Ninety-seven to 100% want their workplace involved in increasing healthy behavior and stopping harmful behavior at work. Behavior is measurable. When healthy behavior is increased and harmful behavior decreased, there is a measurable reduction in turnover, absenteeism, and healthcare problems. At the same time, there is an increase in job satisfaction, patient/customer satisfaction, market share and value.

During the mid 1970's women's conscious-raising groups were prevalent. Out of the group, several of us, started the second rape center in the US. In 1976 I joined the staff of the Hennepin County Attorney's Office where I acted as the director of the Sexual Assault Services Program. We were one of the first in the country to establish a coordinated

effort among police, medical evidentiary collection, prosecution and the courts. We were nationally recognized as a pioneer in the handling cases of rape and child sexual abuse. As director of the Sexual Assault Services, I developed the theoretical foundation for the internationally acclaimed project, which became known as the Illusion Theater Project on Touch. The Touch Project was an elementary school prevention program on sexual abuse. In addition I co-author five books for elementary school children on abuse and neglect