



LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

**Men's Voices About Sexual Harassment: A Psychologist's View on Why We Harass** | Dwight Moore, PhD | 1.5 APA CE's

**Abstract:** For men, during the years in which they have elevated testosterone levels, sexual harassment is mostly about sex, not power. Later on, it shifts to be power driven. Dr. Moore interviewed 45 men and learned that men endorse the #MeToo revolution. He discovered "nice guys, clueless guys, opportunists, and predators". Sexual harassment is a systemic problem, and he will share ideas of how to change that culture in business and in our private lives.



**Dwight Moore, PhD**

Dr. Moore received his Ph.D. in counseling psychology from the University of Minnesota in 1984. He worked at the Minneapolis Family Institute as a therapist and interned with the Domestic Abuse Project counseling court-order men. A year later he shifted his focus to industrial psychology selecting and developing leaders worth following. Over the next thirty years he assessed over 1000 leaders (mostly male) in Fortune 500 companies to determine their strengths and weaknesses. The assessment process (usually a half-day) allowed him to learn about and understand the strengths, foibles, secrets, wishes, motives, and hopes of men leading organizations. Frequently he was asked to coach executives who got off track or who wanted to become even more proficient leaders.

As his practice grew he was asked to present and teach leadership skills in venues as conventional as New York City and as unusual as Sabie, South Africa. Armed with real stories of leadership successes and failures, he was able to command the room during his seminars. He created highly interactive teaching approaches, including "bringing an employee" to the training to teach both boss and direct report leadership techniques. He created the SOAR program (Superb Objectives via Attitude and Relationships) which combined goal setting with cognitive restructuring and motivation.

During his industrial psychology career, he maintained a Saturday private practice for couples, families, and men. During that time, he edited Problem Solving Strategies and Interventions for Men In Conflict with Fred Leafgren. The book focused on treatment approaches for men with mental disorders. Currently he volunteers with End of Life Washington helping clients navigate the state's death with dignity law and making presentations to community groups on that option.

As a business owner and entrepreneur, he expects to pitch his work, the value he adds to a business, and tailor those pitches to the audience. Comfortable in a New York City board room or a lunch room in a sawmill, he genuinely enjoys productive and intellectual interaction. He is motivated to promote his book, teaching people another "mental map" about sexual harassment.

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