

# The Strategic Edge Announces New Lunch N' Learn Series: Toxic Behavior

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Meredith Gardner, Ph.D., with The Strategic Edge in New York City has announced a new Lunch N' Learn Series on how to decrypt and adapt to toxic behavior. Gardner says that there are consequences of dealing with toxic people because people can get mentally and physically drained when exposed to toxic behavior. More about Gardner can be found at <https://www.linkedin.com/in/meredithgardnerphd/>.

"Emotional exhaustion is a chronic state of physical and emotional depletion that results from excessive job and/or personal demands and continuous stress," says Gardner. "It describes a feeling of being emotionally overextended and exhausted by one's work."

She continues that burnout is a state of emotional, mental, and physical exhaustion caused by excessive and prolonged stress. It occurs when one feels overwhelmed, emotionally drained, and unable to meet constant demands.

The first in the series is set to focus on intimidating, direct, boss type people. The series includes other personalities as well, such as skeptics, intelligent people, anxious bosses, and those who are a bit paranoid. She states that in her employee assistance programs for corporations, she includes as many personality types as the company wants to add.

"Think about it," says Gardner. "Do unto others as you would have them do unto you is the Golden Rule. It implies the basic assumption that other people would like to be treated the way you would like to be treated. Not true. Everybody is different, so it's not good to make this assumption. The alternative to the Golden Rule is the Platinum Rule: Treat others the way they want/need to be treated. Unfortunately we're not taught how to adapt to others when we're growing up, and in my experience as an executive coach and behavioral consultant, not too many people are familiar with the Platinum Rule. I say that the Platinum Rule is key."

She says that she went to a lecture given by Christopher Reeve when he spoke at a lecture in New York. It was after his horseback riding accident, and so he was in his chair; basically all he could move was his mouth

to talk. Speaking of toxic behavior and the Platinum Rule, Reeve told a story about when he was filming Superman with Marlon Brando, who was known to be angry, intimidating, in your face, direct, blunt and very tough on people. And the way Brando treated him was uncalled for.

She continues saying that Reeve, instead of being scared, rolling over and playing dead, stood up to him and basically told him never to talk to him again in that angry and threatening manner. When Reeve returned home, a magnificent bouquet of flowers awaited him from Brando, who apologized to him for his nasty behavior. Reeve treated Brando the way that Brando wanted and needed to be treated.

"Blunt, direct and to the point," says Gardner. "And in so doing, Reeve earned Brando's respect. What people often miss with these intimidating personalities is that there is a soft, kind and sweet side to them that is often hidden. I help people know and understand the various sides or "faces" of the different personalities. This was the Platinum Rule at its best, I'd say."

Gardner says that her intention is to review the most prevalent personality styles in the corporate world, which is their "automatic" style, when they're under stress, and yet another style when they're relaxed. She uses these personalities as illustrations of styles from various media outlets and other influences. She states that this enables people to better deal with difficult personalities.

Meredith Gardner, Ph.D., is an animated international speaker, executive coach, trainer and author. She has had her own radio program as well as being a guest on local and national radio/TV. Meredith also attended programs at the NASA Corporate Space Academy (Huntsville, Alabama) where she was Director of the Space Lab on a simulated flight (dealing with different personality types). As a Distinguished Toastmaster from the public speaking organization Toastmasters International, she won many coveted awards. And, she utilizes some of her own stress management techniques to keep balanced during her turbulent times.

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## **The Strategic Edge**

*The Strategic Edge is an Interpersonal Communication Company. Meredith Gardner, Ph.D., is a noted behavioral psychologist, author, speaker & media guest.*

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