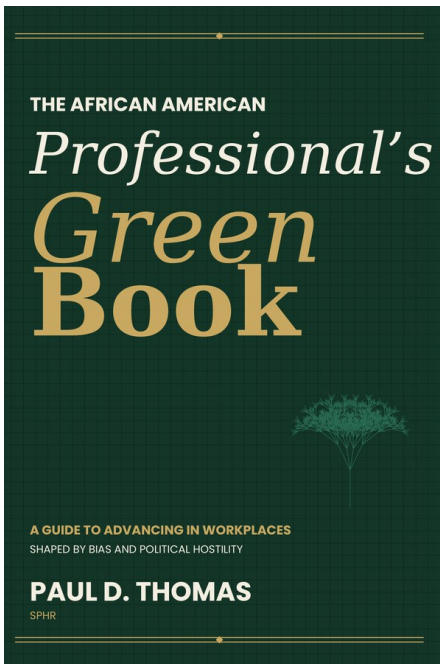


The African American Professional's Green Book

A Guide to Advancing in Workplaces Shaped by Bias and Political Hostility

PAUL D. THOMAS, SPHR



THE HOOK

Some workplaces are not merely difficult. They are structurally unfair, strategically ambiguous, and culturally defensive — and in the current political moment, more so than ever.

WHAT THE BOOK DOES

- ▣ Diagnoses the climate. The Workplace Hostility Index (WHI) — a 20-question scored assessment — places readers in one of four tiers and tells them which playbook to run.
- ▣ Builds the operating system. Five Security Controls (Clarity, Artifact, Exposure, Options, Documentation) form a complete framework for navigating bias with leverage rather than appeals to fairness.
- ▣ Trains the hard decisions. The Escalation vs. Exit Decision Tree, the Visibility ROI Map, and the Evidence Operating System equip readers for the highest-stakes career moves.

ABOUT THE AUTHOR

Paul D. Thomas, SPHR, is a human resources executive with more than three decades of progressive leadership. He served as Chief Human Resources Officer at the University of Louisiana at Lafayette, where he led workforce strategy for several thousand employees. He is the founder and principal of a management consulting practice specializing in executive strategy, leadership coaching, and future-ready workforce transformation, and holds Six Seconds Emotional Intelligence Assessor credentials.

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WHI Assessment · Visibility ROI Map · Evidence OS