

My Predispositions to Prejudice

Self-Version

In this assessment simply answer T=true or F=false if any of these questions apply. All people are more or less disposed to prejudiced thinking-some more than others. This assessment will help you to identify any patterns of thinking, known to be associated with prejudice. It does not tell you if you are in fact a prejudice person. It merely identifies patterns associated with being prejudiced. Do not look to the key until after completing the assessment. Have your partner take the Partner Version and discuss the results.

- 1 T/F. I tend to like most people
- 2 T/F. I have many friends
- 3 T/F. I get along well with most people
- 4 T/F. I enjoy the uniqueness of different groups of people
- 5 T/F. I was hurt deeply by someone in the past. Now all people like that bother me
- 6 T/F. When I grew up, people in my family usually had something bad to say about certain groups of people
- 7 T/F. Sometimes I feel cheated because certain groups of people are taking away from my livelihood
- 8 T/F. I was afraid of certain groups of people when I was a child
- 9 T/F. People will get along if they need each other
- 10 T/F. I don't like myself that much
- 11 T/F. I have been the victim of discrimination in my life
- 12 T/F. I have been the victim of prejudice in my life
- 13 T/F. I have no bad feelings toward any group of people today
- 14 T/F. There are certain types of people I simply can't stand to be around
- 15 T/F. My parents never let me tell my point of view
- 16 T/F. My parents were way too controlling
- 17 T/F. My Mother and/or Father absolutely hate certain groups of people
- 18 T/F. If I got angry at my parents, then they'd listen and we worked it out
- 19 T/F. My parents have prejudices
- 20 T/F. My grandparents have prejudices
- 21 T/F. If certain people were not living here, then there would be more resources for those of us who should live here
- 22 T/F. All people can get along
- 23 T/F. I used to be picked on a lot

- 24 T/F. I can't stand people like myself
- 25 T/F. I have been violently attacked in my life
- 26 T/F. My friends tend to be prejudiced
- 27 T/F. Some groups of people are simply more capable than others
- 28 T/F. Certain groups of people bring out strong negative emotions in me
- 29 T/F. Certain groups of people tend to be rich and snobby
- 30 T/F. Sometimes, when I meet someone new, I have a strong negative reaction to them for no reason
- 31 T/F. I struggle with my own prejudices
- 32 T/F. Sometimes pressure builds up in me and I have to take it out on some one
- 33 T/F. I used to be a bully
- 34 T/F. Sometimes certain groups of people just do stupid things
- 35 T/F. I fit in
- 36 T/F. Everyone has some prejudices _____

Key: 1=T,2=T,3=T,4=T,5=F,6=F,7=F,8=F,9=T,10=F,11=F,12=F,13=T,14=F,15=F,16=F,17=F,18=T,19=T,20=T,21=F,22=T,23=F,24=F,25=F,26=F,27=F,28=F,29=F,30=F,31=T,32=F,33=F,34=F,35=T,36=T.
Your Score ____ . This assessment is biased toward open-minded, teachable, and non-prejudicial thinking patterns. Getting 36 incorrect answers does NOT indicate prejudice any more than 1 incorrect answers would. This assessment only provides insights into patterns that may be prejudiced. Let your partner, family member, or friend take the partner assessment and talk about the results. If you suspect prejudice at any level keep in mind the principle of change-people can change. Most people have some level of prejudice. Many are successful at acknowledging it and managing it wisely. What do you think?

My Predispositions to Prejudice

Partner-Version

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Understanding Problems At the Group Level

An Exercise in Overcoming Prejudice

In this exercise, you will have an opportunity to better understand prejudice between you and certain groups of people. This is a very personal type assessment and it is recommended that you not talk to anyone about it once it's completed. It is designed to help you personally, as an individual. The questions are very personal and go to the core of our sensitive values, beliefs, emotions, and predispositions. Begin by thinking for a day or so about a group of people: racial, religious, ethnic, lifestyle, physical features, skin color, etc... that have been particularly difficult for you to accept or tolerate. Pick only one group and pick the one that has the most intensity of effect on you. Walk through these questions thoughtfully and reflect upon your answers as you go.

1. List the group here: _____

2. What is your earliest recollection of interacting with, knowing about, or being concerned with this group?
Brief paragraph:

3. Did you have any direct interactions with members of this group? If yes, list the significant ones in either positive or negative context below:

Positive:

Negative:

4. Did family, friends, teachers, or other authority figures shape your attitude about these group members? If so how?

5. Who else do you know with similar attitudes about this group? List names:

6. What **emotions** arise when you think about, interact with, or hear about this group? List them in the context they occurred:

7. What **thoughts** come to you when you think about, interact with, or hear about this group? List them in the context they occurred:

Continued

8. List how the following people would describe members of this group or the group as a whole:

Mother:

Father:

Grand Mother:

Grand Father:

Closest Friend:

Expert in the field:

9. Pretend for the sake of understanding that you hire people for a major manufacturing company. You have three applicants for a very good paying high status job. All three have the same experience, education level, interpersonal skills and in every way are equally qualified. The only difference is that one of them is a member of the group you are focusing on in this exercise. After all is said and done, no one will know why you hired who you hired and legally your paper work will not indicate discrimination.

Who gets the job, the group member or one of the other two candidates?

List any feelings associated with your choice:

List any thoughts associated with your choice:

Was your decision fair to the other two candidates as well as to the group member?

Sometimes when we have issues with a group, we are predisposed to act either favorably or unfavorably toward its members. When we meet them for the first time those predispositions show up.

10. Has anyone ever acted favorably toward or unfavorably against you because of your group membership?

Explain:

Does that have an effect on decisions like the one you made in question #9?

11. Place an X on the continuum below indicating where you might be in terms of being prejudiced about this group.

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Not prejudiced at all **Very prejudiced**

Final thoughts: Acknowledging a problem in ourselves is the very first step in changing ourselves. If you are prejudiced it is necessary to acknowledge it as well. These other steps help in the process of managing and overcoming your prejudices:

Step 2) look for its origins in your past;

Step 3) be teachable and willing to change;

Step4) set specific goals to manage it;

Step 5) gently confront prejudice when we see it;

& Step 6) make it a lifelong pursuit.