



# CO2 TRAINING



## “STEREOTYPES”



**FACILITATOR: CH(CPT) JOE HUGHES**

# **STEREOTYPE:**

**“Standardized mental picture that is held in common by members of a group and that represents an oversimplified opinion, prejudiced attitude, or uncritical judgment.”**

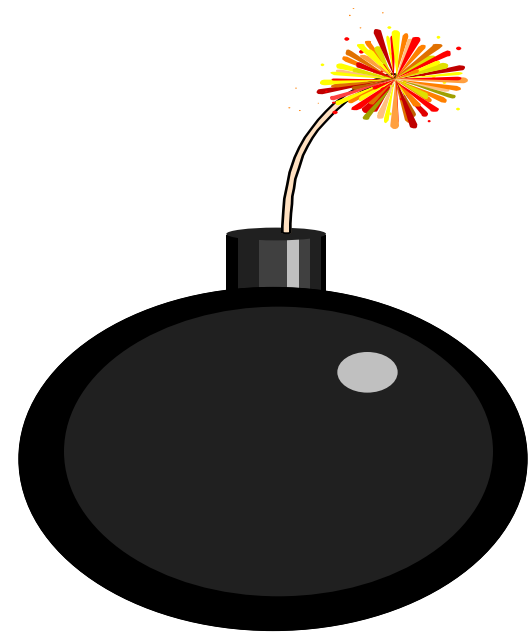
**-Webster’s Dictionary**

**READ THE FOLLOWING SENTENCES & FILL IN THE  
BLANKS AS FAST AS YOU CAN. DO NOT PONDER  
YOUR RESPONSES:**

- 1. Italian men make excellent \_\_\_\_\_.**
- 2. Politicians are often \_\_\_\_\_.**
- 3. Most basket ball players are \_\_\_\_\_.**
- 4. Women with big \_\_\_\_\_ are very \_\_\_\_\_.**
- 5. Fat people are \_\_\_\_\_.**
- 6. Hard-working, energetic people usually \_\_\_\_\_.**
- 7. Sunday school teachers are usually \_\_\_\_\_.**
- 8. People born to wealth are \_\_\_\_\_.**

# ***DANGERS OF STEREOTYPING.....***

- WHEN TRAITS ASCRIBED TO A GROUP ARE ASSUMED TO BE BIOLOGICALLY OR ETHNOCENTRICALLY NEGATIVE OR INFERIOR.**



# ***DANGERS OF STEREOTYPING.....***

## ***•SELF-FULFILLING PROPHECY***

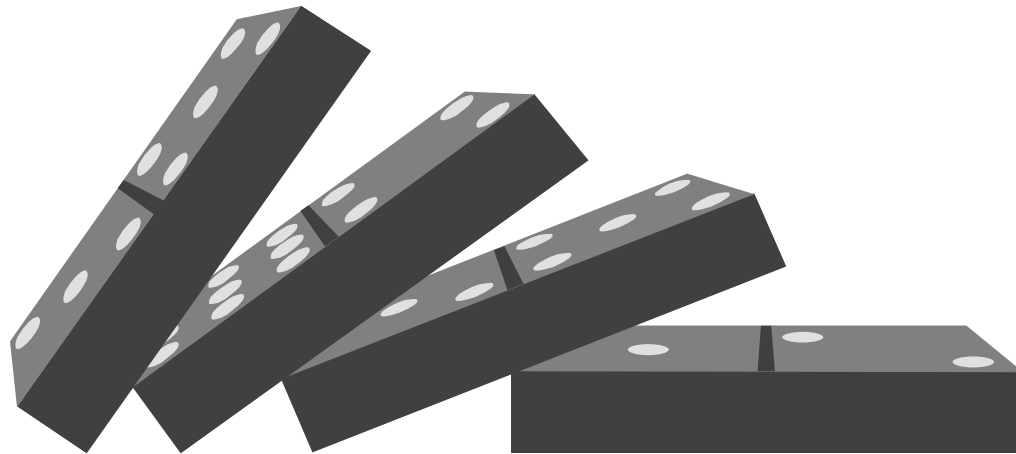
**IF YOU EXPECT OTHERS TO ACT IN A CERTAIN WAY, YOU ARE LIKELY TO COMMUNICATE YOUR EXPECTATIONS TO THEM WITH SUBTLE CUES, INCREASING THE LIKELIHOOD THAT THEY WILL ACT AS YOU ANTICIPATE.**

**IF YOU EXPECT PEOPLE TO REJECT  
YOU, YOU ARE LIKELY TO:**

- *AVOID EYE CONTACT,*
- *FROWN,*
- *SPEAK IN CURT SENTENCES,*
- *HAVE A RIGID, CLOSED BODY POSTURE.*

**SEEING YOUR BEHAVIOR.....**

**PEOPLE FULFILL YOUR  
EXPECTATIONS, WHICH  
MAKES YOU MORE  
CONFIDENT OF THE  
ACCURACY OF YOUR  
PREDICTIONS.**



**MANY OF OUR IMPRESSIONS ABOUT  
PEOPLE ARE BASED ON INFERENCES  
DRAWN FROM MINIMAL PERCEPTUAL CUES**

**IT IS FROM SUCH MINIMAL CUES THAT WE  
STEREOTYPE OTHERS.**





# A POSITIVE SELF-FULFILLING PROPHECY CAN BE CREATED IN JUST A FEW WORDS.

**EXAMPLE: A SPEAKER INTRODUCED TO HIS AUDIENCE AS AN EXPERT IN HIS FIELD IS MUCH MORE PERSUASIVE THAN A PERSON WHO IS GIVEN NO INTRODUCTION.**



**IN A SOCIAL SETTING WHERE AT LEAST SEVERAL STRANGERS ARE PRESENT. COMMENT TO YOURSELF ABOUT EACH OF THE PEOPLE IN THE FOLLOWING MANNER:**

**Say to yourself, “I notice \_\_\_\_\_.”**

**Fill in the blank with a statement of something you perceive about them with one of your five senses.**

**Then add, “I imagine \_\_\_\_\_.”**

**Fill in the blank with a statement of something you infer about them but cannot perceive with your five senses.**

“I notice that man is very fat. I imagine that he does not exercise, has no will power, and that he is lazy.”



**“I notice that woman is very neatly dressed. I imagine that she is very organized, a perfectionist, and demanding.”**



**“I notice that black man is very tall. I imagine that he is a basketball player.”**



**“I noticed that soldier is in good shape; he must be an all-around great person, good family man and all that.”**



# APPROVAL/DISAPPROVAL IN PREJUDGMENT

ON FIRST MEETING PEOPLE, WE TEND TO  
MAKE JUDGMENTS ABOUT THEM IN TERMS  
SUCH AS:

- INTELLIGENT or STUPID
- STRONG or WEAK
- WARM or COLD
- ACTIVE or PASSIVE

- **HARD-WORKING** or **LAZY**
- **TRUSTWORTHY** or **UNTRUSTWORTHY**
- **KNOWLEDGEABLE** or **UNINFORMED**
- **FRIENDLY** or **ALOOF**
- **ATTRACTIVE** or **UGLY**

**THIS CAN LEAD TO A “BOTTOM LINE”  
ASSESSMENT OF:**

***GOOD or BAD***



**FACILITATOR'S NOTES: Exercise: Rate a person you like and a person you don't like in the terms of the 9 pairs of opposite traits on the 2 slides. To make the scale complete, add any other trait pairs that you frequently use in making judgments. When you finish the scales for each person, make an overall evaluation of the "Bottom Line" of Good or Bad.**

**Those scales reflect the kind of judgments you make daily. Although they are highly intuitive, such evaluations largely determine how you interpret the messages that come from others.**

**In the Exercise, did you find that certain traits went together? For instance, did you rate a person as Good, Warm, and Friendly? OR Bad, Passive, & Weak?**

**Research suggests that Warmth & Friendliness are traits that are perceived as being closely allied with Goodness. Do you think that the clustering of certain traits is reflective of the people you evaluated? OR is this clustering more a function of your expectation that these traits occur together?**

**FACILITATOR NOTES:** To further explore this question, make a new list of 5 people you like and 5 people you don't like. You can include public or fictional characters as well as acquaintances and family.

For each individual, list his/her traits. Examine the traits of the people you LIKE. Are certain traits repeated 2 or more times? Examine the traits of the people you DON'T LIKE. Do certain traits appear 2 or more times? Do you find yourself using the same scales of opposite traits pairs for people you like and don't like?

For example, do you often rate people on the Warm/Cold or Knowledgeable/Uninformed scales?

You may discover that you use certain trait scales repeatedly in evaluating people. Remember that how you evaluate others will be largely determined by the specific trait scales you habitually use.

# WHY DO CERTAIN TRAITS REOCCUR AGAIN AND AGAIN IN OUR EVALUATION OF OTHERS?

PERSONALITY THEORIST, HARRY STACK SULLIVAN, HAS SUGGESTED THAT FROM A VERY YOUNG AGE THE INDIVIDUAL BECOMES ATTUNED TO THOSE THINGS HE OR SHE DOES THAT EITHER RESULT IN APPROVAL & SATISFACTION or RESULT IN DISAPPROVAL & DISSATISFACTION.

A favorite saying of Sullivan's was: "As you judge yourself, so shall you judge others."



# PERCEPTION EXERCISE

**FILL IN THE BLANKS FOR 5 PEOPLE:**

**“When I think of \_\_\_\_\_, I  
become aware of the part of me that notices  
\_\_\_\_\_ (behavior or trait).”**

**(Note for each person that the behavior or trait you notice is only one of many ways he/she could be described. Your awareness of each particular trait is based on how strongly significant it is to you).**

- “All \_\_\_\_\_ are lazy.”
- “No one ever does \_\_\_\_\_.”
- “Only \_\_\_\_\_ people can be effective managers/supervisors/NCOs.”
- “The only way to motivate soldiers is to \_\_\_\_\_.”



# *PARATAXIC DISTORTION*

**THE PERSON IN FRONT OF  
YOU IS REMINDING YOU OF  
SOMEONE ELSE**



**RESEARCH SUGGESTS THAT IF YOU FEEL THAT THE PERSON IN YOUR HISTORY IS SIMILAR TO THE PERSON WITH YOU IN THE PRESENT, NO AMOUNT OF REALITY TESTING WITH CURRENT CONTRADICTIONARY INFORMATION IS LIKELY TO CHANGE YOUR FEELINGS & ATTITUDES FOR THE PRESENT PERSON.**



**•WHENEVER YOU HAVE A STRONG, IMMEDIATE  
ATTRACTION TO or REVULSION FOR SOMEONE**

**•WHENEVER YOU FIND YOURSELF MAKING  
ASSUMPTIONS**

**THINK ABOUT THE ASSOCIATIONS BETWEEN**

**THE PERSON IN FRONT OF YOU**

**AND PEOPLE OUT OF YOUR PAST.**





# **STEPS TO REDUCE THE ILLUSIONS OF FIRST IMPRESSIONS:**

- KEEP COMMUNICATION LINES CLEAR**
- NEVER ASSUME THAT YOU KNOW WHAT THE OTHER PERSON IS THINKING/FEELING; CHECK IT OUT FIRST IN “PLAIN LANGUAGE”**
- MAINTAIN A HEALTHY SKEPTICISM ABOUT YOUR ASSUMPTIONS; TEST WITH A “REALITY CHECK”**