ATTITUDES TOWARDS DIFFERENCES

# The Tolerance Scale[[1]](#footnote-1)

Consider the scale below as you complete the exercises that follow.

5. Appreciation: That person has a “magnet.” You would really like to get to know him or her, sit next to him or her, etc.

4. Acceptance: That person is ok. You would be fine sitting next to him or her, chatting with him or her, etc.

3. Tolerance: You fully plan to be professional and respectful but if given a choice, you might walk away.

2. Avoidance: You are beginning to feel uncomfortable. You try to avoid contact as much as possible.

1. Repulsion: You feel something approaching fear. Your brain may activate a fight or flight response. You are deeply uncomfortable and would like to leave as soon as possible.

On the next page, you will see a numbered table. Each number corresponds to a person. There are two columns: “First Look” and “Big Picture.” Use the “First Look” column for now. You will complete the “Big Picture” column later.

# First Look and Big Picture

Consider the people in the video. Remember to rate each individual separately. For example, if 5a and 5b appear on the same screen, assign a rating to each of them.

|  |  |  |
| --- | --- | --- |
|  | First Look | Big Picture |
| 1 |  |  |
| 2 |  |  |
| 3 |  |  |
| 4 |  |  |
| 5a |  |  |
| 5b |  |  |
| 6 |  |  |
| 7 |  |  |
| 8 |  |  |
| 9 |  |  |
| 10 |  |  |
| 11a |  |  |
| 11b |  |  |
| 12 |  |  |
| 13a |  |  |
| 13b |  |  |
| 14a |  |  |
| 14b |  |  |
| 15a |  |  |
| 15b |  |  |
| 15c |  |  |

# Story Telling

### Who is this person?

1. Where did your group put him/her in the Tolerance scale?
2. Name, nickname
3. Hobbies, profession, favorite car
4. Secret?
5. Would be hired at your organization? In what capacity?

1. Exercise originally developed by ProGroup. [↑](#footnote-ref-1)