

9.3 OBSERVATIONAL EXERCISE

Out-Groups

Purpose

1. To learn to recognize out-groups and how they form
2. To understand the role of out-groups in the leadership process

Directions

1. Your task in this exercise is to identify, observe, and analyze an actual *out-group*. This can be an out-group at your place of employment, in an informal group, in a class group, in a community group, or on a sports team.
2. For each of the questions below, write down what you observed in your experiences with out-groups.

Name of group: _____

Identify and describe a group in which you observed an out-group.

Observations of out-group members' actions:

Observations of the leader's actions:

Questions

1. What is the identity of out-group members? How do they see themselves?
2. How were out-group members treated by the other members in the group?
3. What is the most challenging aspect of trying to deal with members of this out-group?
4. What does the leader need to do to integrate the out-group members into the larger group?