



Training Solutions, Delivered!

**THE ART OF COMMON SENSE &  
CRITICAL THINKING:  
TOLERANCE, DIVERSITY &  
STEREOTYPES**

**Leader's Guide, Fact Sheet  
& Quiz**

Item Number: 5224  
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***This easy-to-use Leader's Guide is provided to assist in conducting a successful presentation.***

## **PREPARING FOR THE MEETING**

Here are a few suggestions for using this program:

- a) Review the contents of the Fact Sheet that immediately follows this page to familiarize yourself with the program topic and the training points discussed in the program. The Fact Sheet also includes a list of Program Objectives that details the information that participants should learn from watching the program.
- b) If required by your organization, make an attendance record to be signed by each participant to document the training to be conducted.
- c) Prepare the area and equipment to be used for the training. Make sure the watching environment is comfortable and free from outside distractions. Also, ensure that participants can see and hear the TV screen or computer monitor without obstructions.
- d) Make copies of the Review Quiz included at the end of this Leader's Guide to be completed by participants at the conclusion of the presentation. Be aware that the page containing the answers to the quiz comes before the quiz itself, which is on the final page.

## **CONDUCTING THE PRESENTATION**

- a) Begin the meeting by welcoming the participants. Introduce yourself and give each person an opportunity to become acquainted if there are new people joining the training session.
- b) Introduce the program by its title and explain to participants what they are expected to learn as stated in the Program Objectives of the Fact Sheet.
- c) Play the program without interruption. Upon completion, lead discussions about your organization's specific policies regarding the subject matter. Make sure to note any unique hazards associated with the program's topic that participants may encounter while performing their job duties at your facility.
- d) Hand out copies of the review quiz to all of the participants and make sure each one completes it before concluding the training session.

# 5224 THE ART OF COMMON SENSE & CRITICAL THINKING: TOLERANCE, DIVERSITY & STEREOTYPES

## FACT SHEET

**LENGTH: 3 MINUTES**

### **PROGRAM SYNOPSIS:**

A stereotype is a belief or generalization about a person or a group of persons that are often inaccurate, leading to prejudice and bigotry that can result in personal and social harm. Common sense suggests we are all human and probably harbor misinformation about people. This program shows ways to identify and stop stereotyping. Using common sense, critical thinking and common courtesy, employees can gain opportunities to learn and thrive from the similarities and differences in people.

Topics include why people hate, how common sense can help overcome stereotyping and learning how diversity is a good thing.

### **PROGRAM OBJECTIVES:**

After watching the program, the participant will be able to explain the following:

- What a stereotype is;
- Why people hate;
- How using common sense can help overcome stereotyping;
- How educating yourself can help you understand others better.

### **INSTRUCTIONAL CONTENT:**

#### **BACKGROUND**

- A stereotype is a belief or generalization about a person or a group of persons that are often inaccurate, leading to prejudice and bigotry that can result in personal and social harm.
- Assuming that all people of a group are the same, bigots use slang and dog whistles to denounce and dehumanize.
- They become so rigid in their shortcut thinking that they allow stereotypes to become their truth and disregard the uniqueness and full humanity of people.
- In short, we categorize people to make a complex world simpler.
- But limited, intolerant, inaccurate thinking can develop an US versus them mentality.
- Labels can be harmful and have a lasting impact on those who experience the attack.

#### **WHY WE HATE & USING COMMON SENSE TO OVERCOME IT**

- Why do people hate?
- Many children learn to hate from their parents, siblings, relatives and friends.
- People hate because tolerance takes effort. It involves thinking, questioning, pondering, research, verification and sadly we often fear what we don't understand.
- We minimize our fear by inflicting greater fear on another and so it goes.
- Common sense suggests we are all human and probably harbor misinformation about people.
- Perhaps we should leave the comfort zone of kneejerk thinking, become more aware of our thoughts and feelings, then gather and process factual information.
- By doing so, we will gain opportunities to learn and thrive from our similarities and differences.

#### **WAYS TO STOP STEROTYPING**

- Here are ways to stop stereotyping.
- Acknowledge learned prejudices and biases without assigning blame.
- Cleanse your thinking by replacing lies with truth, that which can be verified.
- Increase exposure and empathy towards people in groups often stereotyped.
- Study a group's history and cultural background.
- Engage in honest dialogue with others about race.
- Treat and respect each person as an individual rather than part of a group.
- Accept the complexities of relationships with greater understanding.
- Interrupt and process any thoughts that express stereotypes.
- Feel secure with your own identity and heritage.
- Attend plays, movies, concerts, workshops and seminars that celebrate diversity.
- See yourself in others. We have common emotions, desires and concerns.

## **KEEPING THINGS IN PERSPECTIVE**

- Here are two perspectives which will serve you well.
- First, when you answer a question with “I don't know,” take the opportunity to find out.
- Second, once you realize external experiences are there to educate the internal being, you will cherish the value of expanding self-awareness.
- In essence, you will be in touch with the core of your being, through which you will provide a positive experience in the external that will help others educate their internal being.
- Remember, everyone has trials and tribulations and lessons to learn.
- Avoid blaming others for errors you once committed. We're all here to learn, to give and to share.

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**ANSWERS TO THE REVIEW QUIZ**

1. a

2. a

3. d

4. b

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**REVIEW QUIZ**

*The following questions are provided to determine how well you understand the information presented in this program.*

Name \_\_\_\_\_ Date \_\_\_\_\_

1. Stereotyping can lead to prejudice and bigotry.
  - a. True
  - b. False
  
2. People hate because tolerance takes effort.
  - a. True
  - b. False
  
3. Which of the following is a way to help stop stereotyping others?
  - a. Study a group's history and cultural background
  - b. Treat and respect each person as an individual rather than part of a group
  - c. Interrupt and process any thoughts that express stereotypes
  - d. All of the above
  
4. You are the only person with tribulations and lessons to learn.
  - a. True
  - b. False