

## Dealing with attributions<sup>1</sup>

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Diversity competencies to develop	Ambiguity tolerance
Significance of the exercise	The participants disclose their assumptions. Through the feedback of the person concerned, they get to know each other.
Targets	To become aware of one's own behaviors and patterns in dealing with differences, with the foreign, and with attributions.
Time needed	30 minutes
Participants	Any number
Spatial requirements	Sufficient space for the chair circles of the small groups
Preparation, tools	Instructions on flipchart
Special notes	This exercise is suitable for groups that are newly formed. It can be used after a short round of introductions as a more in-depth introduction.
Exercise description	<p><i>Step 1:</i> 2 to 4 people sit in a small circle (without tables). Person A volunteers and the others express their assumptions about them regarding the following questions:</p> <ul style="list-style-type: none"> <li>• What matters to them? What do they do? (hobbies, leisure activities, sports, food)</li> <li>• How and where do they live? (own apartment, shared apartment, dormitory, in the city, in the country)</li> <li>• What does their everyday life look like? What challenges do they face?</li> <li>• What stereotypes or prejudices bother her/him?</li> </ul> <p>Person A pays attention to how these assumptions or attributions affect them.</p> <p><i>Step 2, reflection:</i> Person A reports back what was familiar to him or her, what was new, what was strange, what surprised him or her.</p> <p><i>Step 3:</i> Change roles until all participants have received feedback.</p>
Evaluation questions	<p>Plenary reflection:</p> <ul style="list-style-type: none"> <li>• How did I feel when hearing about familiar aspects?</li> <li>• What did I not like to hear?</li> </ul>

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<sup>1</sup> From: Lüthi/ Oberpriller/ Loose/ Orths: *Teamentwicklung mit Diversity Management. Methoden-Übungen und Tools*, Bern 2013, p. 162.