



andre koen

recycling minds andrekoen.com

Copyright am horizons training group 2012

MICRO INEQUITIES

Notes

"...they are designed slowly wear down a person's resolve, self confidence and ultimately impair a persons performance."



COPIER ROOM

Men and Women - See Things Differently

"PERCEPTION LEAD TO..."

How might this difference in perception lead to the creation of a micro inequity and empeed a persons discretionary effort?

1. No "off-color" jokes
2. No sexual/gender jokes
3. "No Offense" is an offense
4. "That is just..." Wrong!
5. Say something
6. Work is work
7. Know = No

Avoid a Hostile Work Environment

MICRO INEQUITY/ DISCRETIONARY EFFORT

Mole Hills to Mountains

Micro Inequities/Discretionary Effort

Micro Inequities refers to the ways in which individuals are "either singled out, or overlooked, ignored, or otherwise discounted" based on an unchangeable characteristic such as race or gender.

andreko

Micro Inequities/Discretionary Effort

Discretionary Effort refers to the quality, amount and attitude in which a person chooses to give towards the completion of a contract or obligation based on the percieved quality of their personal/ emotion experience.

andrekoen.com

there is
Dignity & Honor
in
Being Human

Macro-Boosters

The large ways in which organizations show individuals that they are appreciated and valued.

Micro-Boosters

The small ways in which we show individuals that they are appreciated and valued. Most of these do not involve money.

Notes

D

Dignity score

1 low Dignity----- 10 high Dignity

Rate from 1 to 10



H

Honor score

1 low Honor----- 10 high Honor

Rate from 1 to 10

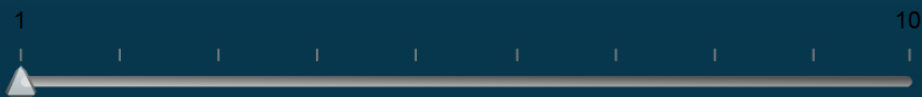


V

Valued Score

1 low Value----- 10 high Value

Rate from 1 to 10



A

Over all attitude score

1 poor attitude----- 10 good attitude

Rate from 1 to 10



MICROINEQUITY : DISCRETIONARY EFFORT

Score Card I D __ H __ V __ A __

Score Card II D __ H __ V __ A __

Score Card III D __ H __ V __ A __

Score Card IV D __ H __ V __ A __

Score Card V D __ H __ V __ A __

ASSESSING MY LIFE Experiences on a scale of 1 to 5

Family of origin

1 Monocultural 5 Multicultural



Childhood neighborhood

1 Monocultural 5 Multicultural



Elementary School

1 Monocultural 5 Multicultural



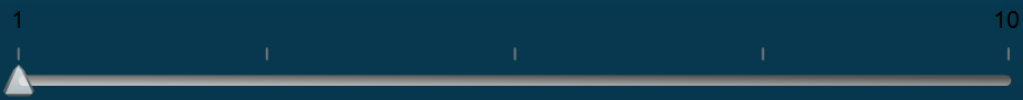
Police

1 Monocultural 5 Multicultural



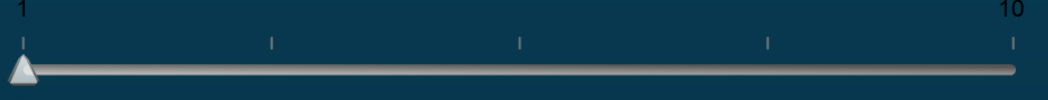
High School

1 Monocultural 5 Multicultural



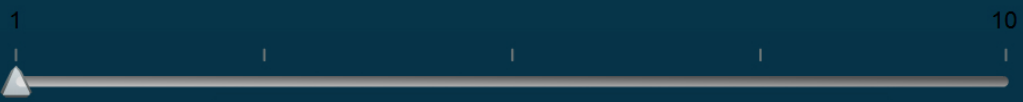
High School Friends

1 Monocultural 5 Multicultural



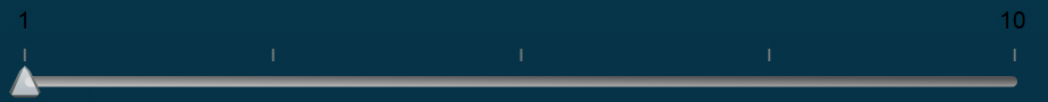
First job

1 Monocultural 5 Multicultural



Current job

1 Monocultural 5 Multicultural



Current Friends

1 Monocultural 5 Multicultural



Current Faith Community

1 Monocultural 5 Multicultural



Current Neighborhood

1 Monocultural 5 Multicultural



Community Activities

1 Monocultural 5 Multicultural



What information does this assessment provide you with? How will you use this information?