
Suggestions for Using “Stereotype Busting”

Objectives:

- Discover and confront assumptions about generational differences
- Learn a process for confronting preconceived notions about other groups
- Consider the limiting effects of stereotyping

Intended Audience:

- Participants in diversity training
- Employees working in multi-generational teams
- Managers of multi-generational work groups

Materials

- Copies of the worksheet *Stereotype Busting*

Processing the Activity:

- Give a short lecture on stereotypes and how they operate.
- Ask participants to jot down assumptions they have heard or held about different generational groups and to also indicate the limits or impact those assumptions have for both perpetrator and target.
- Have participants form small groups to discuss their responses.
- Lead a total-group discussion of reactions and insights.
- Ask participants to make a commitment to one specific action they will take to learn more about a different generational group.

Questions for Discussion:

- What reactions did you have to the assumptions about each age group?
- Which assumptions were most impactful? Limiting? Widespread?
- How do they play out in our organization?
- What can you do to manage these assumptions?
- What is one action you can take to learn more about a different generation?