

# Stereotypes

<b>Field of application</b>	Intercultural training
<b>Resume / Brief description</b>	Recognising stereotypes and differentiating between the two attitudes (judgement/recognition), recognising and questioning your own and others' perceptions and judgements.
<b>Target group</b>	Students Entrepreneurs Colleagues of the same company or work team Colleagues working in intercultural contexts Professionals of different area
<b>Group Size</b>	There are no limitations regarding group size. The ideal size is 15-25 participants from different countries.
<b>Objectives</b>	<p>The activity has the objective</p> <ul style="list-style-type: none"> <li>• To Recognise stereotypes and differentiate between the two attitudes judgement and recognition.</li> <li>• To recognise and reflect on your own and others' perceptions and judgements.</li> </ul>
<b>Requirements</b>	<p><b>Materials</b></p> <ul style="list-style-type: none"> <li>• Flipchart paper (one per nationality)</li> <li>• Red and yellow post-it notes</li> <li>• Signal (whistle, sound signal, etc.)</li> <li>• Stopwatch</li> </ul> <p><b>Time</b></p> <ul style="list-style-type: none"> <li>• 45-60 minutes (10-15 minutes for filling out and sticking on the slips of paper)</li> </ul>
<b>Implementation - Guidelines</b>	<p><b>1. Process</b></p> <ul style="list-style-type: none"> <li>• Distribute red and yellow post-it notes to all participants.</li> <li>• Encourage them to reflect on their own and foreign cultures (criteria).</li> <li>• Consider which common stereotypes can be assigned to which culture (criterion).</li> <li>• Tell each participant that he or she should note down at least three cultures and characteristics including their own.</li> <li>• Clarify the difference between stereotyping and neutral perception.</li> <li>• Describe and allocate the notes. Participants have 10 minutes to note down the stereotypes.</li> <li>• After the time is up, a signal is given and the participants should present the notes on the corresponding flipchart papers.</li> <li>• Participants go to the flipchart papers of their country of origin, reflect on it and prepare a short presentation (approx. 2 minutes).</li> <li>• Presentation of the results.</li> </ul> <p><b>2. Debriefing</b></p> <p>To debrief, you can reflect on the following questions:</p> <ul style="list-style-type: none"> <li>• What was learned?</li> <li>• How can I act differently in the future?</li> </ul>



African Centre for Career Enhancement & Skills Support (Access)

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**Additional format/references**

Thiagarajan, S. (2006). Thiagi's 100 Favorite Games. San Francisco: John Wiley & Sons.

Thiagarajan, S. (2016). Interaktive Trainingsmethoden: Thiagis Aktivitäten für berufliches, interkulturelles und politisches Lernen in Gruppen (3. Auflage.). Schwalbach: Wochenschau Verlag.

Thiagarajan, S., & van den Bergh, S. (2020). More Interactive Training Strategies for Improving Performance. Skript for the Course "Interactive Training Strategies", 4-6 June 2020, Winterthur, Switzerland.

🕒Revision #4  
★Created 6 July 2021 13:34:16 by Petra Riedinger  
✎Updated 15 August 2022 13:13:13 by Admin

