


# 8.1 Responding to Members of the Out-Group Questionnaire

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## Purpose

- 1. To identify your attitudes toward out-group members
- 2. To explore how you, as a leader, respond to members of the out-group

## Directions

- 1. Place yourself in the role of a leader when responding to this questionnaire.
- 2. For each of the statements below, circle the number that indicates the degree to which you agree or disagree.

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
1. If some group members do not fit in with the rest of the group, I usually try to include them.	1	2	3	4	5
2. I become irritated when some group members act stubborn (or obstinate) with the majority of the group.	1	2	3	4	5
3. Building a sense of group unity with people who think differently than I is essential to what I do as a leader.	1	2	3	4	5
4. I am bothered when some individuals in the group bring up unusual ideas that hinder or block the progress of the rest of the group.	1	2	3	4	5
5. If some group members cannot agree with the majority of the group, I usually give them special attention.	1	2	3	4	5
6. Sometimes I ignore individuals who show little interest in group meetings.	1	2	3	4	5
7. When making a group decision, I always try to include the interests of members who have different points of view.	1	2	3	4	5
8. Trying to reach consensus (complete agreement) with out-group members is often a waste of time.	1	2	3	4	5
9. I place a high priority on encouraging everyone in the group to listen to the minority point of view.	1	2	3	4	5
10. When differences exist between group members, I usually call for a vote to keep the group moving forward.	1	2	3	4	5
11. Listening to individuals with extreme (or radical) ideas is valuable to my leadership.	1	2	3	4	5

Statements	Strongly disagree	Disagree	Neutral	Agree	Strongly agree
12. When a group member feels left out, it is usually his or her own fault.	1	2	3	4	5
13. I give special attention to out-group members (i.e., individuals who feel left out of the group).	1	2	3	4	5
14. I find certain group members frustrating when they bring up issues that conflict with what the rest of the group wants to do.	1	2	3	4	5

Scoring

1. Sum the even-numbered items, but reverse the score value of your responses (i.e., change 1 to 5, 2 to 4, 4 to 2, and 5 to 1, with 3 remaining unchanged).
2. Sum the responses of the odd-numbered items and the converted values of the even-numbered items. This total is your leadership out-group score.

Total Score

Out-group score: \_\_\_\_\_

Scoring Interpretation

This questionnaire is designed to measure your response to out-group members.

- A high score on the questionnaire indicates that you try to help out-group members feel included and become a part of the whole group. You are likely to listen to people with different points of view and to know that hearing a minority position is often valuable in effective group work.
- An average score on the questionnaire indicates that you are moderately interested in including out-group members in the group. Although interested in including them, you do not make out-group members' concerns a priority in your leadership. You may think of out-group members as having brought their out-group behavior on themselves. If they seek you out, you probably will work with them when you can.
- A low score on the questionnaire indicates you most likely have little interest in helping out-group members become a part of the larger group. You may become irritated and bothered when out-group members' behaviors hinder the majority or progress of the larger group. Because you see helping the out-group members as an ineffective use of your time, you are likely to ignore them and make decisions to move the group forward without their input.

If your score is 57–70, you are in the very high range.

If your score is 50–56, you are in the high range.

If your score is 45–49, you are in the average range.

If your score is 38–44, you are in the low range.

If your score is 10–37, you are in the very low range.