

SafeAssign Originality Report

PSY 2202-01.01-00-0A23-51, Social Psychology • Unit VII Reflection Paper • Submitted on Tue, Mar 14, 2023, 3:31 PM

Jakeria Sanders

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STEREOTYPING IN WORK ENVIRONMENT

Jakeria Sanders Dr. Deans

03/14/2023

STEREOTYPING IN WORK ENVIRONMENT

① Define your chosen topic as it was presented in the prior unit. My chosen topic is stereotyping.

Stereotyping was defined in the prior unit as a general and often oversimplified belief or expectation about a particular group of people. These beliefs can be positive or negative but can lead to harmful consequences, such as prejudice and discrimination (Cortland & Kinias, 2019). One of the most common examples of stereotyping is beliefs about racial differences, where certain groups are generalized as possessing certain traits or characteristics, regardless of individual differences. This can lead to harmful outcomes, such as perpetuating systemic racism and limiting opportunities for individuals within those groups. ②

Describe how your topic could be applied in a work setting. ① In your description, be sure to mention the similarities and the differences you would expect in applying your topic to the real world. In a work setting, Stereotyping in the workplace can have detrimental effects on self-esteem and contribute to a toxic work environment due to its inherent prejudice. Social interactions are hindered by the prevalence of stereotypes, particularly in the case of a new employee whose political affiliations and views contrast with those of the majority (Cortland & Kinias, 2019). This can lead to a hostile and unfriendly work environment with limited social interaction. Perception is also crucial, as the new employee may be viewed as inferior, and their opinions may be disregarded due to the stereotypes associated with their political views. Decision-making can be impacted, with stereotyped employees excluded from critical decision-making processes and their opinions deemed unimportant or undervalued. ① Would your chosen topic be perceived as

beneficial or detrimental if you were in the role of employee? Why? As an employee, I perceive my chosen topic as detrimental. Stereotyping can negatively impact employee morale, job satisfaction, and overall well-being. Suppose I were stereotyped based on my race, gender, age, or any other factor. In that case, I might feel excluded, undervalued, or discriminated against, leading to lower job satisfaction and potentially affecting my mental health (Cortland & Kinias, 2019). If I were stereotyped, I might also experience limited opportunities for social interaction with my colleagues, as others may avoid associating with me due to the harmful stereotypes associated with my group. This can lead to feelings of isolation and further contribute to negative impacts on my mental health and well-being. As an employee, I would perceive addressing stereotyping in the workplace as beneficial, as it would promote a more inclusive and respectful work environment where I can feel valued and heard regardless of any stereotypes associated with my group. This would likely lead to higher job satisfaction, better mental health, and increased productivity. ① How would your perspective on the topic change if you were in a nonpaid position, such as a volunteer or intern?

As a volunteer or intern, my perspective on the topic of stereotyping would remain the same. Although I may not be a paid employee, I am still part of the organization and contribute to its mission and goals. Stereotyping can still negatively impact my experience as a volunteer or intern, such as limited opportunities for social interaction and feeling undervalued or excluded due to harmful stereotypes associated with my group. Promoting a workplace culture of inclusivity and respect benefits all individuals, whether paid employees or volunteers/interns. As a volunteer or intern, I would still want to feel valued and respected and not subjected to harmful stereotypes or prejudices that may affect my experience (He et al., 2019). Therefore, the issue of stereotyping should be addressed and eliminated in all work settings, including those with nonpaid positions, such as volunteers or interns. Creating a more inclusive and accepting work environment can lead to higher engagement, motivation, and overall satisfaction for all individuals involved. ① Think about the concepts of behavioral economics. What is a rational course of action to protect (if a detriment) or promote (if a benefit) yourself as an individual employee? How does this compare to actions that protect or promote the company at large? How could you balance the two? Discuss how behavioral economics can create social dilemmas in the workplace. ③ From a behavioral economics perspective, the rational course of action to protect oneself as an individual employee in the face of stereotyping is to engage in self-promotion and self-advocacy. This means highlighting one's skills, abilities, and unique qualities to combat the negative stereotypes of their group. For example, if a person is stereotyped as lazy, they can actively demonstrate their work ethic and productivity to prove this stereotype wrong. However, this individualistic approach may conflict with the company's goal of promoting teamwork and collaboration.

The company should discourage employees from self-promotion and instead focus on building a cohesive team where everyone works together towards a common goal. Therefore, a balance must be struck between protecting oneself as an individual employee and promoting the company's goals. Behavioral economics can create social dilemmas in the workplace because individuals may prioritize their self-interests over the interests of the group or the company. For example, an employee may engage in self-promotion to the point where they alienate their colleagues or make the team less effective. On the other hand, the company may prioritize the majority's interests and perpetuate harmful stereotypes that negatively impact a minority group. To balance these competing interests, companies can create policies and initiatives that

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Attachment 1

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① DIFFUSION OF RESPONSIBILITY**Jakeria Sanders**

Dr. Dean

03/07/2023

① DIFFUSION OF RESPONSIBILITY

Before delving into my scenario, let me first define the concept of diffusion of responsibility in this research activity (El Zein, Bahrami, & Hertwig, 2019). It is a belief that others will assist someone in need, which can lead to a reduced sense of personal responsibility and a decreased likelihood of providing aid. To relate this scenario, I once faked a seizure on a crowded pedestrian path, hoping that someone would come to my aid. However, to my surprise, the onlookers stared at me, and no one called for medical assistance. I was shocked by their lack of response, especially given the severity of the situation. People passing by only asked what was wrong and if anyone had called for an ambulance and moved on. ② In situations where there are many people around, the behavioral response is often different compared to when there are only a few people present. People tend to be reluctant to respond when there are many individuals around, thinking that someone else will take the initiative to provide assistance or that the situation does not require their attention. As for myself, their unwillingness to help could be due to their lack of familiarity with me, or perhaps they were not confident in their ability to administer first aid. Conversely, when only a few people were around, they rushed to assist me in regaining consciousness. In such cases, individuals make quicker decisions to improve the affected person's condition (El Zein, Bahrami, & Hertwig, 2019). However, this dynamic changes when there are many people present, as each individual assumes that someone else will take the responsibility to help. The response I received is consistent with the concept of the bystander effect, as discussed by El Zein, Bahrami, & Hertwig (2019). ③ The bystander effect occurs when the presence of a group of people discourages an individual from reacting to an emergency. In my case, many bystanders made them less likely to provide assistance. ② They likely felt that someone else from the crowd could help or that an ambulance had already been called. ③ This does not mean that the individuals present lacked compassion but rather that they were unable to process the situation due to the presence of others. ② On the other hand, when only a few people are present, they are more likely to act immediately to address the crisis. This is because the pressure to respond is greater when there are fewer individuals present. Overall, the bystander effect demonstrates the importance of taking action to address emergencies, even when others are present. Through the activity, I gained an understanding that the diffusion of responsibility is prevalent in our daily lives, which can lead to a reduced likelihood of receiving emergency assistance in the presence of a large group of people. This behavior is attributed to each person assuming that someone else will take responsibility. ② However, I discovered that people tend to respond more quickly to emergencies when they are in smaller groups. When I pretended to have convulsions during the activity, none of the bystanders offered first aid or called for an ambulance. This experience taught me the significance of being proactive and taking the first step with a large group of bystanders.

References

④ El Zein, M., Bahrami, B., & Hertwig, R. (2019). ④ Shared responsibility in collective decisions. ⑤ Nature human behaviour, 3(6), 554-559. ⑥ Shared responsibility in collective decisions | Nature Human Behaviour

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03/07/2023

Word Count:
600Submitted on:
03/14/23Submission UUID: 140a2777-abc7-2f8e-bda6-b1b7c50f3375
Attachment UUID: c6b31270-bda0-c207-7215-c51b642bd9c

