



## **Unit II – Leadership Skills**

### **Chapter 4 - Relationships**

#### **Section 1 – Relationships and Respect**



# What You Will Learn to Do

Understand how the values of respect, tolerance and understanding affect relationships



# Objectives

1. Describe how to build on respect
2. Discuss the values of tolerance and understanding



# Key Terms

## **Respect -**

The attention, regard and consideration given to people and their rights, property and ideas

## **Personal Dignity -**

The internal strength that helps people feel connected, worthwhile and valued

## **Tolerance -**

Respect for people's differences and values



# Key Terms

- Prejudice -** An unfair opinion or judgment of a person or a group of people
- Discrimination -** Unfair treatment based on prejudice against a certain group
- Stereotype -** An idea or a concept that is based on oversimplified assumptions or opinions, rather than facts
- Diversity -** Variation or difference



# Key Terms

**Religious  
Respect -**

Honor for the right of other people to hold their own personal religious beliefs

**Gender  
Stereotyping -**

The practice of thinking about people in limited ways on the basis of whether they are male or female

**Justice -**

The fair and equal treatment of everyone under the law



# Building on Respect

Each person is different. You show respect when you tolerate and value everyone, including their customs, culture, attitudes and beliefs.





# Establishing and Demonstrating Mutual Respect

While some feel that respect should be earned, we as Americans believe that every human being is equal, and already has basic values and rights.

It is true, however, that...

- your **words and deeds** tell others about you as a person – and how much you are respected.
- an **effective leader** must earn respect from his followers.



# Establishing and Demonstrating Mutual Respect

The Founding Fathers wrote in the **Declaration of Independence**:  
*“We hold these truths to be self-evident, that all Men are created equal, that they are endowed by their Creator with certain unalienable Rights, that among these are Life, Liberty and the Pursuit of Happiness...”*

As a citizen, you are obliged to respect the rights of others, and others are obliged to do the same for you.





# Establishing and Demonstrating Mutual Respect

Mutual respect includes a **two-way relationship** of open communication and trust between people, or groups of people. Consider the importance of mutual respect in each of these relationships...

Friends



Teacher and Student



Police Officer and Citizen



Family





# Establishing and Demonstrating Mutual Respect

When a person feels that others respect their **personal dignity**, they in turn develop respect for others.

Personal dignity is closely linked to a person's self-worth. When self-worth is low, a person might choose to engage in negative social behaviors such as:

- Crime
- Political discontent
- Substance abuse
- Child neglect or family disruption
- Suicide





# Establishing and Demonstrating Mutual Respect

Respect is a powerful force.

A society whose members do not establish and practice mutual respect will surely experience problems as time goes on.





# Ways of Showing Respect

The easiest way to show personal respect is simply to **be courteous** and **use your manners.**





# Ways of Showing Respect

**Personal respect** shows in your language when you say:

- “Please” when asking for something
- “Thank you” when receiving something
- “Excuse me” when you accidentally bump into someone
- “Yes/no sir” or “Yes/no ma’am” to adults
- “Good morning/afternoon” especially to those older than you



# Ways of Showing Respect

Other ways to show **personal respect**:

- Not interrupting people
- Removing your sunglasses before speaking to someone
- Taking off your hat or cap when indoors
- Taking off a glove before you shake someone's hand
- Holding the door for an elderly person or child
- Standing when an older person enters the room



# Ways of Showing Respect

Ways to show **professional as well as personal respect:**

- Listening actively
- Communicating clearly
- Being cooperative and flexible
- Giving constructive feedback
- Sharing behaviors and feelings
- Viewing situations as win-win scenarios
- Using inclusive language ... “we,” not “you” or “they”



# Values of Tolerance and Understanding



**Tolerance** means that everyone should be accepted and get equal treatment.



# Values of Tolerance and Understanding

**Tolerance** and **mutual respect** are similar to a two-way street...you should express these values and likewise expect others to express them toward you.



Unfortunately, barriers commonly exist to the values above. They are...

**Prejudice**      **Discrimination**      **Failure to value diversity**



# Prejudice

- Prejudice literally means “judging ahead of time”
- Causes one to make blanket assumptions about an entire group based on a label
- Can be hurtful or even dangerous
- Can be overcome by awareness and logical thinking
- By asking yourself a set of validating questions, you can overcome automatic thinking of prejudice and look at individuals for who they really are



# Reasons for Prejudice

- Prejudice is **learned** from society and people around you – it is not innate at birth.
- **Fear** can feed prejudice when other people or other ideas are different from one's own.
- Feelings of **superiority** (racial, ethnic, religious, gender) foster prejudice.
- **Misunderstandings** based on cultural customs can lead to prejudicial feelings.



# Reasons for Prejudice

Another reason for **prejudice** is perception of history:

- **Personal history** – If someone did something to harm or offend you, you may now be prejudiced against all members of that group.
- **General history** – Many ethnic and religious groups have long histories of disputes, disagreements or bitter wars, and its people harbor bad feelings and hostilities toward all members of the opposing side.



# Discrimination

People can experience discrimination by others because of stereotypes about their:

- Gender
- Skin color
- Age
- Ethnicity
- Weight or appearance
- Socio-economic status





# Discrimination

You should be aware of the stereotypes in your head that might cause you to unfairly make an assumption.

Are all cats sweet and cuddly?



Are all pit bulls fierce and aggressive?



*Things are not always as they seem!*



# Diversity

By granting American women the right to vote in 1920, and by the actions of the civil rights movement of the 1950's and 1960's, we have made social and legal progress toward **diversity** and **equal rights for all citizens** in our country.





# Diversity

The struggle for mutual respect for one another still continues today.

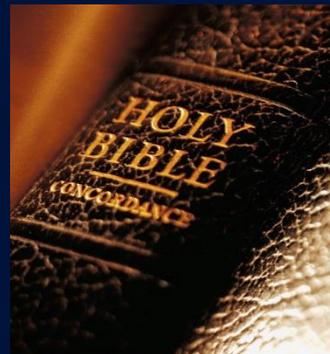
Like all modern countries, the United States still works to become a more open and tolerant society, respectful of both local and global diversity .





# Religious Respect

Religion creates such **strong emotions and convictions** that it is especially important to recognize and respect the beliefs – or non-beliefs – of others.



Lack of religious respect has been the cause or origin of many wars throughout history.



# Gender Stereotypes

There are many stereotypes around males vs. females. Do these sound familiar?

- Girls aren't good at math or science.
- Boys are always the athletic ones.
- Girls are more emotional.
- Boys don't cry.



*Can you think of other gender stereotype statements?*



# Gender Stereotypes

Gender stereotypes may center around cultural, social, psychological and behavior traits. Some state legislatures and the Supreme Court are still evaluating issues related to gender. There are two main reasons why we struggle with this...

- Like prejudices, gender stereotypes halt the thinking process and don't allow rational evaluation of facts.
- Gender stereotypes make clear communication difficult if not possible. This also leads to misunderstanding and difficulty maintaining respect.



# Gender Stereotypes

You can avoid **gender stereotyping** by:

1. Being sensitive to language that might contain stereotypes (such as “you guys,” “you gals”)
2. Not going with your gut reaction – it may be based on preconceptions. Take time to think!
3. Avoiding use of hurtful words or expressions
4. Not falling victim to peer pressure
5. Viewing everyone as an equal



# Demonstrating Tolerance

You can tell if you are demonstrating tolerance for others by asking yourself a simple question:

***“Am I treating them the way  
I would want them to treat me?”***

If you are able to honestly answer “yes” to this question on a consistent basis, then you understand and are living the foundation of **tolerance** and **mutual respect**.



# Questions?

