

Are you Being Oppressive Without Realizing?

| | yes | no | ?? |
|--|------------|-----------|-----------|
| 1. Are you usually the one who speaks first? | | | |
| 2. Are you usually the one who speaks the most? | | | |
| 3. Do you interrupt more than others? | | | |
| 4. Do you ask most of the questions? | | | |
| 5. Do you do more stating than asking? | | | |
| 6. Do you do more telling than suggesting? | | | |
| 7. When others make statements or express opinions, do you rarely respond with a question or summary statement to ensure you understood? | | | |
| 8. Do you ask more direct personal questions of others than they do? | | | |
| 9. Do you feel at all indignant when others disagree politely with what you say or do? | | | |
| 10. Do you usually find yourself stating your ideas first, before asking what others think? | | | |
| 11. Do you usually find yourself stating what you want or need from a conversation or meeting before asking what others want or need? | | | |
| 12. Do you tend to arrive later or leave earlier than others? | | | |
| 13. Do you touch others first, or more often than they touch you? | | | |
| 14. Is your speaking voice louder than others' voices? | | | |
| 15. Do you take up more space with your arms, legs, or belongings than others? | | | |
| 16. Do you touch others' belongings or go into their space without requesting permission first? | | | |
| 17. Do others usually get out of your way before you get out of theirs? | | | |
| 18. Do others tend to apologize more than you? | | | |

| | yes | no | ?? |
|---|-----|----|----|
| 19. Do you usually hold meetings or conversations on your "turf"? | | | |
| 20. Do you often find yourself taking on a leadership role among peers without discussing or having clear agreement first that this is your role? | | | |
| 21. Do you maintain eye contact more than others when speaking to them? | | | |
| 22. Do you mostly avoid eye contact with others when speaking to them, or look at other things like a computer, phone, or watch instead? | | | |
| 23. Do you find others tend to be quiet, disengaged, hesitant or unquestioningly compliant with you? | | | |
| 24. Do you find others tend to be passive-aggressive or avoidant with you? | | | |
| 25. Do you usually sit at the "head" of the table? | | | |
| 26. Do you find yourself usually setting the agenda for a meeting or conversation, unless that is your agreed-upon role? | | | |
| 27. Do you ever use words to refer to others (individually or collectively) that others find inappropriate? | | | |
| 28. Do you think your way of doing things is normal, or how others should do things? | | | |
| 29. Are you unaware of how your personal demographics or group-based identities might trigger unequal power dynamics with others? | | | |
| 30. Have you never considered any of the above questions before? | | | |
| ADD UP number of checks or Y/N: | | | |

20 or more YESes: you're **definitely** being oppressive without realizing
 10-19 YESes: you're **very likely** being oppressive without realizing
 5-9 YESes: you **may** be being oppressive without realizing
 0-4 YESes including #30: you **may** be unaware and oppressive without realizing

Want help improving your score? Contact me! susana@susanarinderle.com