Advocacy, Accountability & Awareness Toward Action

Assess bullying behavior for Leadership positions pre-hire!

Social Dominance Orientation Scale (Ho, et. al., 2015, Moss, 2016)

- **Individuals with a high SDO:**
  - seek to reinforce inequality between groups to sustain their access to resources, primarily power, status, and wealth.
  - evoke an autocratic, top-down leadership style,
- **Individuals with a low SDO:**
  - Align importance to cooperation, egalitarianism, and humanitarianism.
  - Subscribe to a more interprofessional team approach.
**Instructions:** Show how much you favor or oppose each idea by selecting a number from 1 to 7 on the scale below. Work quickly as your first instinct is generally best.

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6</th>
<th>7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly Oppose</td>
<td>Somewhat Oppose</td>
<td>Slightly Oppose</td>
<td>Neutral</td>
<td>Slightly Favor</td>
<td>Somewhat Favor</td>
<td>Strongly Favor</td>
<td></td>
</tr>
</tbody>
</table>

**Protrait dominance:**
- An ideal society requires some groups to be on top & others on the bottom.
- Some groups of people are simply inferior to other groups.

**Contrait dominance:**
- No one group should dominate in society.
- Groups at the bottom are as deserving as groups at the top.

**Protrait anti-egalitarianism:**
- Group equality should not be our primary goal.
- It is unjust to try to make groups equal.

**Contrait anti-egalitarianism:**
- We should do what we can to equalize conditions for different groups.
- We should work to give all groups an equal chance to succeed.