



INSIDER/ OUTSIDER DYNAMICS

OUTSIDER



- Have little control and often feel weak, confused, vulnerable, angry, and frustrated
- Expected to adhere and to figure out the rules
- Are keenly aware of their outsider status and spend a lot of energy to stay connected and establish their value
- At a disadvantage; experience barriers, have to work harder to be heard/recognized /valued. Become less engaged and committed

INSIDER



- Have formal and informal power to set standards/create rules
- Set and reinforce compliant behavior
- Are often unaware of outsiders and spend little time exploring differences, exclusion, performance impact
- Have most to gain from status quo (including conscious and unconscious biases), becoming more committed



AS INSIDERS

- By-standing
- Unintentionally excluding
- Intentionally excluding

AS OUTSIDERS

- Assimilating
- Disengaging and/or separating
- Fighting and/or resisting