

HANDOUT

OVERVIEW OF TEN MASTER SUPPRESSION TECHNIQUES, COUNTER STRATEGIES AND VALIDATION TECHNIQUES

1. Master suppression techniques/Ruler techniques,
2. Counter strategies, methods for dealing with master suppression techniques
3. Validation techniques, methods for changing social climates

Ruler Technique	Counter strategy	Validation Technique
<p>1. Invisibilizing</p> <p>Ignore people, interrupt, forget what they say, neglect themes or groups</p>	<p>Taking up space</p> <p>Insist on transparency, point out when people dominate</p> <p>Goal: To feel visible, seen and heard</p>	<p>Visibilizing others</p>
<p>2. Ridiculing</p> <p>Making fun of people, or their behavior, appearance, traits, etc. Taunt people, or make them appear as small</p>	<p>Questioning, speaking up</p> <p>Do not go with the joke, point out if the tone is unacceptable</p> <p>Goal: to feel respected, safe, important</p>	<p>Respecting</p>
<p>3. Withholding information</p> <p>Not sharing information on purpose or by mistake, forgetting to invite all colleagues or relevant persons</p>	<p>Cards on Table</p> <p>Demand transparency and maybe more time, ask questions, only agree on important decisions if you are well-informed</p> <p>Goal: to feel well informed enough to take competent decisions</p>	<p>Informing</p>

<p>4. Damned if do. Damned if you don't/double punishment</p> <p>Blaming or scolding people both for what they do and don't do, no matter what they do</p>	<p>Altering/break free of the pattern</p> <p>Demand the right to say no and decide on your own priorities</p> <p>Goal: Not feeling guilty or wrong because of own choices, dilemmas and priorities</p>	<p>Double Reward</p> <p>To respect individual choices and priorities, reward for (respect) every choice a person makes</p>
<p>5. Heaping blame and putting to shame</p> <p>Blaming people for mistakes, saying it is your own fault, have people feel ashamed of things that are hard</p>	<p>Intellectualization</p> <p>Only take responsibility for what you reasonably are responsible for, analyzes the situation, do not take blame for something you can not change</p> <p>Goal: not feeling guilty for something that are hard</p>	<p>Setting reasonable standards</p> <p>To accept your part of the responsibility, practice recognition and affirmation</p>
<p>6. Welcoming but resistant (welcoming resistance)</p> <p>To show apparent consensus or approachability but not act upon it, not taking responsibility (in a power position) for a problem</p>	<p>Demand to be taken serious</p> <p>Demand that people take co-responsibility for creating change, set concrete goals and share responsibility</p> <p>Goal: wishes for change is taken seriously and is acted upon</p>	<p>Wishes for change is taken seriously, and acted upon.</p>
<p>7. Defining of reality</p> <p>To position yourself as the (only) one who has the right to define norms, the truth or reality</p>	<p>Demand getting and keeping the word, question outspoken and unspoken claims of reality, create room for curiosity, exploration, dialogue</p> <p>Goal: to feel that your world view/experience is respected and taken serious</p>	<p>To accept and respect different realities, even if you don't understand them</p>
<p>8. Objectifying</p> <p>To comment on or discuss a person's appearance when it is</p>	<p>Say no to comments that are not relevant, confront people who discriminate and objectify, Require that people relate to the relevant</p>	<p>To see others as subjects/whole persons, not as objects</p>

<p>irrelevant, or treat a person as an object</p>	<p>Goal: to feel able to act, feel important and respected</p>	
<p>9. Violence and threatening behaviour</p> <p>To use physical, psychological or verbal violence or threatening behaviour, to make people feel unsafe</p>	<p>Demand support</p> <p>Report threats and possibly go to a leader, demand that there are others that can be present, who may act as witnesses</p> <p>Goal: To not feel intimidated, to feel safe enough to act and speak out, also when disagreeing</p>	<p>Respecting other persons boundaries, be respectful and diplomatic, even when strongly disagreeing</p>
<p>10. Stereotyping</p> <p>To categorize and 'lock' people in stereotypical positions and roles, attributing them certain behavior</p>	<p>Confronting</p> <p>Speaking up and confronting the stereotyping</p> <p>Goal: to be seen as a whole person, not being limited by stereotypes and expectations</p>	<p>Individualizing</p> <p>To see others as whole persons, not limited by stereotypes and expectations</p>