**Tool 5.1. Video and Discussion: The Danger of a Single Story\***

View a Ted Talk by Chimamanda Adichie to encourage participants to reflect on stereotyping and to expand their openness, awareness and appreciation for diversity.

The Ted Talk can be accessed at: <https://www.ted.com/talks/chimamanda_adichie_the_danger_of_a_single_story>

In this video, author Chimamanda Adichie relates her experiences as a Nigerian student coming to America and her experiences of stereotyping from others. The video is useful in helping leaders and managers reflect on the impact of their own experiences of stereotyping and of being stereotyped. It also provides an opportunity to be more aware of the risks related to having just a “single story” about a particular group or phenomenon. The reflection and discussion after the video will allow participants to recognize the kind of “single stories” we use everyday when working and relating with others.

* After watching the video, reflect individually, and then preferably in small groups of other leaders and managers, on the following questions:

1. After watching the video, what are your impressions?
2. What drew your attention? What seems to be especially important?
3. Working individually: Write down a story or two about:
   1. when you felt that somebody had “one story” about you
   2. if you have ever had “one story” about someone else
4. In small groups: Share stories with your colleagues. Listen for the emotions that are related to the stories and the consequences of these stories.
5. Large group summary:
   1. What are some ways to counteract “one story?”
   2. What are the implications for how we work with one another in our teams and the organization as a whole?

\*Adapted from the “Inclusive Leadership Manual for Trainers”. The manual was originally prepared by the School for Leaders Foundation, along with valuable contributions from the project partners, in particular from Irene Rojnik and Angelica Paci from alp activating leadership potential in Austria and from Michael Kraack, Heike Kraack-Tichy and Anna Sharapova from the EU-Fundraising Association e. V. in Germany. The manual can be downloaded and used free of charge by any company to improve their resilience under the terms of the Erasmus+ Programme. <https://inclusiveleadership.eu/inclusive-leadership-manual-for-trainers/> The manual is subject to the license: **Creative Commons Attribution NoDerivatives Version 4.0** (CC-BY-ND, https://creativecommons.org/licenses/by-nd/4.0/legalcode). Reproduction is authorized provided that the source is acknowledged.