

# One-up / One-down Groups

	<u>One-Up Group</u>	<u>One-Down Group</u>
1. GENDER	MEN	WOMEN: TRANSGENDER
2. RACE	WHITE	PEOPLE OF COLOR
3. OCCUPATIONAL POSITION	TOP LEADERS; MANAGERS; "PROFESSIONALS"	LINE WORKERS; ADMINISTRATIVE STAFF
4. ORGANIZATIONAL CULTURE	PREDOMINANT ORGANIZATION'S CULTURE	ALL OTHERS FROM PAST MERGERS, PAST ORGANIZATIONS, ETC.
5. SEXUAL ORIENTATION	HETEROSEXUAL	GAY, LESBIAN, BISEXUAL
6. AGE	30'S - EARLY 50'S	YOUNGER AND OLDER
7. CLASS	UPPER & MIDDLE	"WORKING" & "LOWER"
8. EDUCATIONAL LEVEL	GRADUATE / COLLEGE DEGREE	HIGH SCHOOL OR LESS
9. RELIGION / SPIRITUALITY	CHRISTIAN: PROTESTANT AND CATHOLIC	MUSLIM, JEWISH, AGNOSTIC, BUDDHIST, HINDU, SPIRITUAL, ETC.
10. NATIONALITY	U.S. BORN	"FOREIGN BORN"
11. ABILITY / DISABILITY	"ABLE-BODIED"	PEOPLE WITH A PHYSICAL, MENTAL, EMOTIONAL OR LEARNING DISABILITY
12. ETHNICITY / CULTURE	WESTERN EUROPEAN	PUERTO RICAN, NAVAJO, COLUMBIAN, NIGERIAN, JEWISH, RUSSIAN, CAMBODIAN, ETC.
13. SIZE / APPEARANCE	ATTRACTIVE, CUTE, HANDSOME, BEAUTIFUL	FAT, TOO TALL OR SHORT, UNATTRACTIVE
14. USE OF ENGLISH	"PROPER" "KING'S ENGLISH"	ACCENTS, ENGLISH AS A SECOND LANGUAGE
15. MARITAL / PARENTAL STATUS	MARRIED IN A HETEROSEXUAL RELATIONSHIP WITH CHILDREN	SINGLE PARENT, SINGLE, DIVORCED, "UNWED MOTHER," LESBIAN/GAY PARENT, DOMESTIC PARTNERSHIP, ETC.
16		
17		