

toward subordinates. Another important cause is prejudice. Prejudice is defined as:

An antipathy (or dislike) based upon a faulty and inflexible generalization. It may be felt or expressed. It may be directed toward a group as a whole, or toward an individual because he is a member of that group. The net effect of prejudice, thus defined is to place the object of prejudice at some disadvantage not merited by his own misconduct.¹⁸

The inflexible generalization may have its roots in a bad experience with someone representative of a certain group or class or people. Henceforth, everyone in that category is treated with the same disdain as was the perpetrator of the bad experience.

In one interview a pastor mentioned some of the difficulties he had with certain idealistic staff members. In reference to Directors of Christian Education and Music Ministers, he said:

They came out of school, and every classroom was to have so many cubic feet of air space, and every blackboard was to be a certain size, etc. They had been taught what the ideal was. Well, in the local church you do not always have ideals. The same thing is true of Ministers of Music. They come out of school and immediately expect the people to understand the intricacies of Bach.

These generalizations may not be inflexible in this pastor's case, but the potential for prejudice can be seen.

There are some who tend to make sweeping generalizations about any man who works in a subordinate position. One prominent

¹⁸Gordon Alport, The Nature of Prejudice, (Garden City, New York: Doubleday, 1954), p. 10, quoted by Gary Collins in Living in Peace, p. 52.