

## Human Relations Survey

Segal, E. A., Gerdes, K. E., Lietz, C. A., Wagaman, M. A., & Geiger, J. M. (2017).

Please respond to the each of following statements by circling the choice that most closely reflects your feeling or beliefs.

1. When I see someone receive a gift that makes them happy, I feel happy myself.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
2. Emotional stability describes me well.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
3. I am good at understanding other people's emotions.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
4. I can consider my point of view and another person's point of view at the same time.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
5. When I get angry, I need a lot of time to get over it.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
6. I can imagine what the character is feeling in a good movie.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
7. When I see someone being publicly embarrassed I cringe a little.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
8. I can tell the difference between someone else's feelings and my own.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)
9. When I see a person experiencing a strong emotion I can accurately assess what that person is feeling.  
Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

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10. Friends view me as a moody person.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

11. When I see someone accidentally hit his or her thumb with a hammer, I feel a flash of pain myself.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

12. When I see a person experiencing a strong emotion, I can describe what the person is feeling to someone else.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

13. I can imagine what it's like to be in someone else's shoes.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

14. I can tell the difference between my friend's feelings and my own.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

15. I consider other people's points of view in discussions.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

16. When I am with someone who gets sad news, I feel sad for a few moments.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

17. When I am upset or unhappy, I get over it quickly.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

18. I can explain to others how I am feeling.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

19. I can agree to disagree with other people.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

20. I am aware of what other people think of me.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

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21. Hearing laughter makes me smile.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

22. I am aware of other people's emotions.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

23. I believe adults who are in poverty deserve social assistance.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

24. I confront discrimination when I see it.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

25. I think the government needs to be part of leveling the playing field for people from different racial groups.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

26. I believe it is necessary to participate in community service.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

27. I believe that people who face discrimination have added stress that negatively impacts their lives.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

28. I am comfortable helping a person of a different race or ethnicity than my own.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

29. I take action to help others even if it does not personally benefit me.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

30. I can best understand people who are different from me by learning from them directly.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

31. I believe government should protect the rights of minorities.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

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32. I believe that each of us should participate in political activities.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

33. I believe people born into poverty have more barriers to achieving economic well-being than people who were not born into poverty.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

34. I feel it is important to understand the political perspectives of people I don't agree with.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

35. I think it is the right of all people to have their basic needs met.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

36. I believe the role of government is to act as a referee, making decisions that promote the quality of life and well-being of the people.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

37. I have an interest in understanding why people cannot meet their basic needs financially.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

38. I believe that by working together, people can change society to be more just and fair for everyone.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

39. I believe my actions will affect future generations.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

40. I believe there are barriers in the United States' educational system that prevent some groups of people from having economic success.

Never (1) Rarely (2) Sometimes (3) Frequently (4) Almost always (5) Always (6)

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41. Today's date.....MM \_\_\_\_\_ DD \_\_\_\_\_ YYYY \_\_\_\_\_

42. Gender: ✓ all that apply.....Female  Male  Trans

43. Race: ✓ all that apply ..... African American or Black   
Alaska Native   
American Indian   
Asian   
Caucasian/White   
Hispanic/Latino   
Native Hawaiian/Other Pacific Islander

Other: \_\_\_\_\_  
44. Birth date.....MM \_\_\_\_\_ DD \_\_\_\_\_ YYYY \_\_\_\_\_

45. Family of origin socioeconomic status ..... Poor or working class   
Middle class   
Upper class

46. Relationship status ..... Divorced   
Married   
Separated   
Single   
Single, never married   
Widowed

47. I am in recovery from:

Alcohol or other drug use. No  Don't know  Yes since: (MMDDYYYY) \_\_\_\_\_

A mental health condition. No  Don't know  Yes since: (MMDDYYYY) \_\_\_\_\_

A physical health condition No  Don't know  Yes since: (MMDDYYYY) \_\_\_\_\_

48. Anonymity code:

Last letter of your mother's first name ..... \_\_\_\_\_

Last letter of your mother's last name ..... \_\_\_\_\_

SSN first digit ..... \_\_\_\_\_

SSN last digit ..... \_\_\_\_\_

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## Human Relations Survey Summary

Segal, E. A., Gerdes, K. E., Lietz, C. A., Wagaman, M. A., & Geiger, J. M. (2017)

Transfer each question's circled number to the below table except for Questions #5\* and #10\*, reverse the scoring: if your answer is 1 enter 6 below, if answer is 2 enter 5, if answer is 3 enter 4, if answer is 4 enter 3, if answer is 5 enter 2 & if answer is 6 enter 1.

	1.				2.	*Questions #5* and #10*, reverse the scoring: if your answer is 1 enter <u>6</u> , if answer is 2 enter <u>5</u> , if answer is 3 enter <u>4</u> , if answer is 4 enter <u>3</u> , if answer is 5 enter <u>2</u> & if answer is 6 enter <u>1</u> .	
		3.		4.	5.*		
				6.			
	7.		8.				
		9.			10.*		
	11.	12.		13.			
			14.	15.			
	16.				17.		
			18.	19.			
			20.				
	21.	22.					
Sum =							
Divide by:	30	24	24	30	24	54	
% =							
	AR	AM	SOA	PT	ER	CU	MSP
	Interpersonal Empathy AR+AM+SOA+PT+ER					Social Empathy CU+MSP	
	Total = /132 = Average % =					Total = /108 = Avg % =	

- A. Based on the percentages, ✓ your strongest empathic abilities: AR AM SOA PT ER CU MSP
- B. Based on the percentages, circle your weaker empathic abilities: AR AM SOA PT ER CU MSP
- C. Add one or more of the weaker components to your professional development plan.
  1. Participate in deliberate practice, self-exploration - introspection and journaling - and training in affective reactions, affective mentalizing, etc.
  2. Seek peer support and supervision on the weaker areas to cultivate the full scope of empathy.

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## Human Relations Survey (Social Empathy Index): What the scores measure

Adapted from: Segal, E. A., Gerdes, K. E., Lietz, C. A., Wagaman, M. A., & Geiger, J. M. (2017). *Assessing empathy*. New York: Columbia University.

B = P X E: Behavior (B) is a function of (=) people (P) interacting with (X) environments (E)

### **Interpersonal Empathy** (AR, AM, SOA, PT, & ER) and **Social Empathy** (CU & MSP)

AR = Affective Response	Unconscious, automatic or involuntary attention produces “mirroring” or physiologically simulating others’ experiences, e.g., you cry, I feel like crying even if I don’t know why; you laugh, I laugh; you yawn, I yawn...; we are “hard-wired” for social contagions - to mimic one another setting the stage for experiential connections; this often unconscious, physiological or affective response triggers physical sensations and mind sets(AM)
AM = Affective Mentalizing	Stories or explanations of events (vs actually experiencing) leads to “mentalizing” – creating mental images or maps and cognitively processing (perception) the subjective (my) meaning of another’s experience; triggers affective or physiological responses <u>as if it is happening to me</u> - intrapersonal, not yet other-person and her/his context-specific caring or interpersonal empathy; often based on P or E not B=PXE
SOA = Self-Other Awareness	Following the AR, cognitively (consciously) recognizing the differences between my reactions and the experiences, feelings and thoughts of the other person; although we feel emotion(s), the cause is recognized as the other’s experience, not mine – notice projections or interpretations (biases) that blur the SO distinction
PT = Perspective Taking	Cognitive processing of B=PXE; “stepping into their shoes”: toggling between my perspective/interpretations to explore the experience’s meaning from the others’ point of view; theory of mind is at work without succumbing to the fundamental attribution error and other biases
ER = Emotion Regulation	Last component of interpersonal empathy; manage or modulate the intensity, duration, direction (= or -) of my emotions to sense another’s feelings without becoming swept away, into or overwhelmed by that person’s emotions as if it is mine
CU = Contextual Understanding of systemic barriers	Fully grasping and appreciating the historical and current impact of exposure to social, political and economic barriers and privilege experiences of groups different from mine
MSP = Macro Self-other Perspective-taking	With awareness and insight into the social, political and economic context of the other, more fully step into and process what it may be like to live as a member of the other’s group

