Insights Reference Guide
Discovering Diversity Profile® ● ● ● ●

The *Discovering Diversity Profile*® allows individuals to explore their own viewpoints on workforce diversity in four key areas, and can help transform resistance into acceptance, cooperation, and respect.

Individual Insights

Personal Insight into Development on Diversity Issues: Help people understand their behavior, attitudes, and understanding of diversity.

- Learn where assumptions may be mistaken
- Understand your own attitudes and opinions about diversity issues
- Recognize the danger of not realizing your limitations within the work setting
- Understand how your behaviors may affect others

Appreciation of Diversity Within the Workplace: Help people become aware of the impact that diversity-related issues have in the workplace.

- Understand how culture influences work behavior and attitudes
- Reflect on the experience of co-workers with diverse backgrounds
- Realize that even if diversity issues aren't important to you, they affect your workspace and co-workers

Interpersonal Insights

A Common Language to Understand and Discuss Interpersonal Diversity Issues: Help people develop a language through which they can efficiently and accurately discuss diversity concerns.

- Comprehend a better, simpler model to understand the complex issue of workplace diversity
- Organize your unique subjective experiences with co-workers into a usable format
- Formulate a defined process through which you can address diversity issues

Dialogue About Diversity in the Workplace: Help create an environment where individuals accept, welcome, and encourage a wider range of diversity.

- Understand that diversity does not equal adversity
- Create a safe forum to discuss differences
- Express problems and frustrations in a more open fashion
- Express dissenting opinions without fear of disapproval or causing offense
- Create a culture of receptiveness and acceptance

Building Relationships Through Acceptance: Help people apply their knowledge about diversity issues and strengthen or mend relationships with those around them.

- Understand the emotional experience of another person
- Become more sensitive to the needs and feelings of those around you
- Challenge assumptions about others that might adversely influence your behavior
- Understand strategies to increase the effectiveness of partnerships and teams