



## Discovering Diversity Profile®

*Our increasingly diverse society is reflected in growing workforce diversity. Leading organizations acknowledge that working successfully with others who do not share the same background, beliefs, or traditions is a top priority in today's workplace. Employees need help in assessing their behavior toward people who are different from themselves. And they must understand the benefits of changing negative attitudes and resistance into appreciation and cooperation.*

Designed to help individuals look honestly at themselves to identify attitudes and behavior that stand in the way of teamwork, the *Discovering Diversity Profile*® provides a safe way to explore the complex, powerful issues surrounding diversity.

### Build a Bridge to Understanding

The *Discovering Diversity Profile* is completely confidential and provides an effective tool to help employees explore diversity in the following key areas:

**Knowledge:** Discover what they actually know about differences by looking at stereotypes and at the source of their knowledge or information

**Understanding:** Decipher their level of awareness and explore their willingness to put themselves in a position to feel what others may be feeling

**Acceptance:** Examine their patience and regard for respecting different beliefs and behaviors

**Behavior:** Assess how they act out their attitudes toward others, their flexibility and openness in dealing with others, and their self-awareness of patterns of interaction

### Gain Insight, Take Action, Value Diversity

The *Discovering Diversity Profile* helps people in your organization:

- *discover their personal comfort level with people different from themselves*
- *understand the impact of their behavior on others*
- *assess the accuracy of their knowledge about differences*
- *limit the influence of stereotypes*
- *reduce conflict*
- *transform knowledge into acceptance and empathy*
- *embrace diversity as a source of organizational strength*

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