



Discovering Diversity Profile® Applications

- Change Management
- Coaching
- Communication
- Diversity
- Management Development
- Teams

Discovering Diversity Profile®



DISCOVERING DIVERSITY PROFILE®

As the dramatic shift to a highly diverse workplace continues, organizations know they must help employees understand, accept, and capitalize on differences. They know the cultural backgrounds and experiences of diverse employees and customers can enrich the organization, making it more innovative and globally competitive. The *Discovering Diversity Profile*® helps organizations meet diversity challenges through self-awareness, understanding, and commitment.

EXPLORE DIVERSITY ISSUES IN FOUR KEY AREAS

The *Discovering Diversity Profile* helps individuals explore their own viewpoints on workforce diversity in four key areas:

- **Knowledge:** Employees examine what they know about differences and where that information comes from.
- **Understanding:** Employees learn how willing they are to put themselves in a position to feel what others may be feeling.
- **Acceptance:** Employees assess how patient and respectful they are of diverse behaviors and backgrounds.
- **Behavior:** Employees gain insight into how they act out their attitudes toward others.

Once employees identify their current attitudes about workforce diversity, the *Discovering Diversity Profile* helps them understand how their viewpoints and behaviors affect others. They'll get specific suggestions on how to limit the influence of stereotypes, reduce conflict, and embrace diversity as a source of organizational strength.

GAIN INSIGHT, TAKE ACTION, VALUE DIVERSITY

The *Discovering Diversity Profile* will help individuals in your organization:

- Discover their personal comfort level with people who are different from themselves
- Understand the impact of their behavior on others
- Limit the influence of stereotypes
- Reduce conflict
- Transform knowledge into acceptance and empathy
- Embrace diversity as a source of organizational strength

AVAILABLE REPORTS

Discovering Diversity Profile®

The *Discovering Diversity Profile*® is a 16-page learning instrument that helps employees learn how they respond to workforce diversity issues and where they need to develop increased understanding.

Discovering Diversity Profile Individual Report

The *Discovering Diversity Profile* Individual Report features personalized narrative feedback, paving the way for a more meaningful learning experience. Each section offers feedback on those items that need attention, several suggestions for improvement, and an expanded action plan. The report can be easily organized into segments for more effective group facilitation and coaching applications.

Discovering Diversity Profile Group Report

The *Discovering Diversity Profile* Group Report provides a snapshot of the group in four key areas of diversity development. Facilitators and trainers use it to quickly zero in on the needs of the participants, the group, and the organization. All of the information is anonymous, so the report can be used as a facilitation tool while safeguarding the confidentiality of the respondents.



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