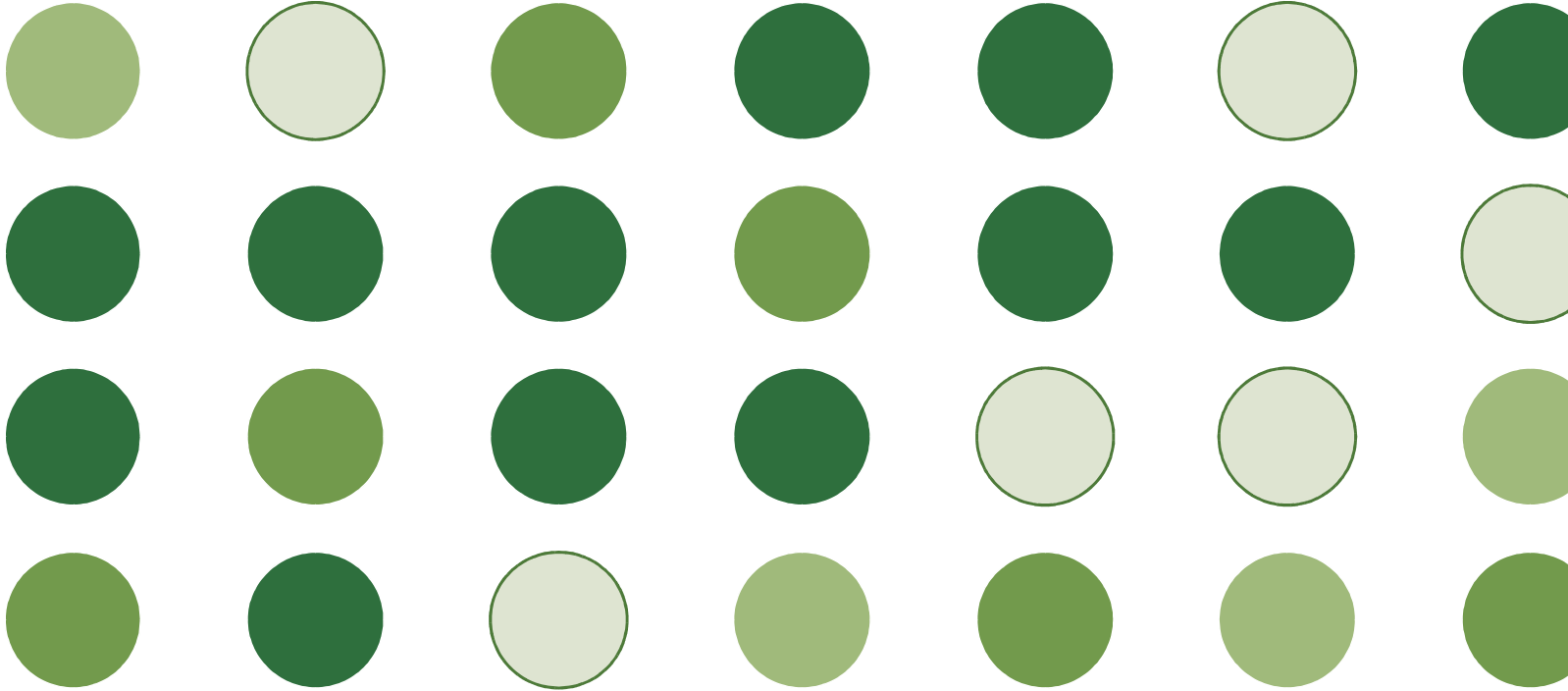


Discovering Diversity Profile®

Group Report



Group Sample Report

(11 People)

Tuesday, March 23, 2004

This report is provided by:

Human Resource Innovations
P.O. Box 128
Montague, MA 01351
Tel: (413)367-2204
ingrid@humaninnovations.com



How to Use this Report

Discovering Diversity Profile® Group Report

The *Discovering Diversity Profile*® Group Report will help focus diversity efforts based on the needs of the group or organization.

The information in this report moves through the four key areas of diversity: **Knowledge, Understanding, Acceptance, and Behavior**. Each area is important in shaping attitudes toward diversity.

Knowledge is the foundation for all the other areas. Information about other people is necessary before we can understand someone else's feelings, thoughts, and motives. Only then can we begin to know how our own feelings, thoughts, and motives impact others. **(Pages 4-5)**

Understanding builds upon our knowledge base. Understanding is the intellectual recognition that we are the way we are because of our cultural backgrounds and influences. **(Pages 6-7)**

Acceptance is an expression of the feelings we develop about ourselves and about diverse groups. Some level of understanding must come before achieving any genuine acceptance of other people. This is particularly true for those with different physical abilities, customs, values, or sexual orientation. **(Pages 8-9)**

Behavior refers to the ability to interact with different people. It indicates our ability to perform tasks with comfort and ease in our interactions with people who are different from us. **(Pages 10-11)**

On the next page you will find the **Group Diversity Comfort Level Grid**, which provides a snapshot of your group in the four key areas of diversity development. On the pages following the Group Diversity Comfort Level Grid, group level data for all of the items in the diversity profile are displayed. The group level data includes information on how the group responded to each item, the mean score for each item, and the Group Comfort Level for each category. You may choose to focus on the items with the lowest means in order to better focus your efforts on the greatest needs of the group as a whole.

Please note that all information in this report is anonymous. It does not reveal individual scores or item responses.



Group Diversity Comfort Level Grid

Discovering Diversity Profile® Group Report

The Group Diversity Comfort Level Grid pictured below provides a snapshot of your group in the four key areas of diversity development. Your Group Mean shows the average score for your group in each category as well as your group's comfort level, ranging from Level 1 (lowest) to Level 3 (highest).

Group Size: 11

Area	Your Group Mean	Level 1	Level 2	Level 3
Knowledge				
Stereotypes	32.1	10-23	24-31	32-40
Information	28.5	10-26	27-32	33-40
Understanding				
Awareness	30.8	10-28	29-34	35-40
Empathy	31.2	10-29	30-35	36-40
Acceptance				
Receptiveness	31.8	10-25	26-32	33-40
Respect	33.2	10-31	32-37	38-40
Behavior				
Self-Awareness	35.2	10-31	32-36	37-40
Interpersonal Skills	31.2	10-32	33-36	37-40



Knowledge: Stereotypes

Discovering Diversity Profile® Group Report

Your group mean for Stereotypes is 32.1, which is in Level 3. On the average, this group appears likely to respond to co-workers with appropriate regard for their cultural background. They seem to make few incorrect assumptions about diverse groups based on fixed or generalized impressions of others. They may begin to use this as an opportunity to engage in a rich conversation about stereotypes and their impact on the workplace team's performance.

Below are the group level data for each of the items in the Stereotypes area of the *Discovering Diversity Profile*®. The table includes:

- A key that shows in which direction the item is scored (D = Disagree, A = Agree). For all items in this section, disagreement suggests higher levels of diversity knowledge; agreement suggests lower levels of diversity knowledge.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Strongly Disagree	Disagree	Agree	Strongly Agree	Mean
People with accents tend to be less intelligent	D	82%	9%	9%	0%	3.7
Most Hispanics are emotional	D	55%	36%	9%	0%	3.5
People with disabilities are fragile	D	55%	36%	9%	0%	3.5
Older employees are not open to change	D	45%	36%	18%	0%	3.3
White males are more competitive than others	D	55%	27%	9%	9%	3.3
Blacks are more verbally aggressive than others	D	45%	36%	9%	9%	3.2
Asians are more intelligent than people from other cultural groups	D	27%	64%	9%	0%	3.2
Most gay men act feminine	D	18%	55%	27%	0%	2.9
Most overweight people have low self-esteem	D	9%	64%	27%	0%	2.8
Women are more apt than men to engage in idle chatter	D	9%	64%	18%	9%	2.7
Group Mean for Stereotypes						32.1



Knowledge: Information

Discovering Diversity Profile® Group Report

Your group mean for Information is 28.5, which is in Level 2. On the average, this group probably makes some effort to find out more about others' differences and diversity issues. They seem to be able to add factual data to their personal information base to balance learned biases. The group is likely to try to use this information to deal with others in the workplace.

Below are the group level data for each of the items in the Information area of the *Discovering Diversity Profile®*. The table includes:

- A key that shows in which direction the item is scored (D = Disagree, A = Agree). **For a D item**, disagreement with the item reflects higher levels of diversity knowledge, agreement reflects lower levels of diversity knowledge. **For an A item**, agreement with the item reflects higher levels of diversity knowledge, while disagreement reflects lower levels of diversity knowledge.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Strongly Disagree	Disagree	Agree	Strongly Agree	Mean
The U.S. workforce is generally becoming more diverse	A	0%	9%	36%	55%	3.5
Less than 1% of the population is gay, lesbian, or bisexual	D	64%	27%	9%	0%	3.5
White males, like other groups, benefit from diversity efforts	A	0%	9%	55%	36%	3.3
Internal diversity networks (e.g., women's or black's networks, etc.) create barriers among employees in the workplace	D	27%	45%	27%	0%	3
Diversity in the workplace is currently a powerful issue	A	9%	9%	73%	9%	2.8
National social and work patterns are being radically affected by the aging population	A	9%	27%	45%	18%	2.7
I know a lot about cultures that are different from mine	A	0%	45%	55%	0%	2.5
Treating people fairly means treating them the same	D	9%	55%	18%	18%	2.5
In most organizations, members of diverse groups will succeed when they act more like the dominant group	A	18%	27%	55%	0%	2.4
Caucasians have more opportunities than people from other cultural groups	A	18%	45%	27%	9%	2.3
Group Mean for Information						28.5



Understanding: Awareness

Discovering Diversity Profile® Group Report

Your Group Mean for Awareness is 30.8, which is in Level 2. On the average, this group seems likely to have some understanding of differences between themselves and co-workers and how people are interrelated. They are probably beginning to be sensitive to the effects of their behavior on other people.

Below are the group level data for each of the items in the Awareness area of the *Discovering Diversity Profile®*. The table includes:

- A key that shows in which direction the item is scored (N = Never, L = Always). **For an N item**, disagreement with the item reflects higher levels of diversity understanding, agreement reflects lower levels of diversity understanding. **For an L item**, agreement with the item reflects higher levels of diversity understanding, while disagreement reflects lower levels of diversity understanding.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Almost Never	Rarely	Sometimes	Almost Always	Mean
I understand that my way is not the only way	L	0%	9%	27%	64%	3.5
Diversity efforts are important to a company's success	L	0%	9%	45%	45%	3.4
It is possible for different cultural groups to interpret the same behavior in different ways	L	0%	0%	73%	27%	3.3
I tell jokes about those who are different from me	N	36%	45%	18%	0%	3.2
Job titles affect the way people interact with each other	L	0%	9%	64%	27%	3.2
A person's cultural background affects his/her behavior	L	0%	9%	73%	18%	3.1
The increasing number of women in the workforce is a cause of the breakdown of the traditional family	N	55%	9%	27%	9%	3.1
I take pride in my cultural group	L	18%	0%	55%	27%	2.9
People are promoted for the sake of diversity	N	18%	27%	55%	0%	2.6
My family's customs and rituals affect the way I look at the world	L	9%	36%	45%	9%	2.5
Group Mean for Awareness						30.8



Understanding: Empathy

Discovering Diversity Profile® Group Report

Your Group Mean for Empathy is 31.2, which is in Level 2. On the average, this group seems to have a certain ability to put themselves in another person's place. They also appear to have some sense of how different perceptions affect workplace relationships

Below are the group level data for each of the items in the Empathy area of the *Discovering Diversity Profile®*. The table includes:

- A key that shows in which direction the item is scored (N = Never, L = Always). **For an N item**, disagreement with the item reflects higher levels of diversity understanding, agreement reflects lower levels of diversity understanding. **For an L item**, agreement with the item reflects higher levels of diversity understanding, while disagreement reflects lower levels of diversity understanding.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Almost Never	Rarely	Sometimes	Almost Always	Mean
I take care not to make statements that reinforce prejudice or bias in the workplace	L	0%	0%	9%	91%	3.9
I find it difficult to relate to co-workers who are older than me	N	82%	18%	0%	0%	3.8
I consider how a minority person might feel in a majority group	L	0%	9%	45%	45%	3.4
I think it is inappropriate for gays, lesbians, or bisexuals to talk about their partners in the workplace	N	36%	36%	27%	0%	3.1
I understand the situation from the other person's point of view before I make a judgment	L	0%	9%	73%	18%	3.1
A person's size or shape influences how I feel about him/her	N	27%	45%	27%	0%	3
Personal problems interfere with workplace productivity	L	0%	18%	73%	9%	2.9
I am bothered by a person who communicates differently than I do	N	36%	27%	27%	9%	2.9
Management should show greater sensitivity to those who are different	L	18%	9%	64%	9%	2.6
It is difficult for new employees to feel a part of the work group	L	18%	18%	55%	9%	2.5
Group Mean for Empathy						31.2



Acceptance: Receptiveness

Discovering Diversity Profile® Group Report

Your Group Mean for Receptiveness is 31.8, which is in Level 2. On the average, this group appears likely to exhibit some empathy toward others who are different from them. They probably have a growing willingness to allow and possibly even accept certain differences in co-workers.

Below are the group level data for each of the items in the Receptiveness area of the *Discovering Diversity Profile®*. The table includes:

- A key that shows in which direction the item is scored (N = Never, L = Always). **For an N item**, disagreement with the item reflects higher levels of diversity acceptance, agreement reflects lower levels of diversity acceptance. **For an L item**, agreement with the item reflects higher levels of diversity acceptance, while disagreement reflects lower levels of diversity acceptance.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Almost Never	Rarely	Sometimes	Almost Always	Mean
I am comfortable working with gays, lesbians, and bisexuals	L	9%	0%	0%	91%	3.7
I accept people's differences	L	0%	9%	18%	73%	3.6
In the workplace, people of color earn their positions	L	0%	0%	36%	64%	3.6
I believe work productivity would increase if people's work styles were the same	N	55%	27%	18%	0%	3.4
I believe that people should be allowed to express their individuality in the workplace	L	9%	0%	45%	45%	3.3
It is easier to accept another person's behavior when you know about his/her culture	L	0%	9%	82%	9%	3
I choose to associate with people based on their status	N	9%	73%	18%	0%	2.9
I consider how people look when forming an opinion about them	N	27%	36%	36%	0%	2.9
To avoid conflict, I tolerate bias or prejudice in the workplace	N	27%	36%	27%	9%	2.8
I refrain from judging a person who is judging me unfairly	L	9%	18%	73%	0%	2.6
Group Mean for Receptiveness						31.8



Acceptance: Respect

Discovering Diversity Profile® Group Report

Your Group Mean for Respect is 33.2, which is in Level 2. Based on this group's responses to the profile, many members of the group are probably beginning to develop a respect for the differences found among people in the workplace. They seem to have a growing ability to trust people from diverse backgrounds.

Below are the group level data for each of the items in the Respect area of the *Discovering Diversity Profile®*. The table includes:

- A key that shows in which direction the item is scored (N = Never, L = Always). For all items in this section, agreement suggests higher levels of diversity acceptance; disagreement suggests lower levels of diversity acceptance.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Almost Never	Rarely	Sometimes	Almost Always	Mean
I admire individuals who speak out against injustice when they see it	L	0%	0%	18%	82%	3.8
I value the contributions made by cultures other than my own	L	0%	9%	9%	82%	3.7
I believe that diversity adds richness to my life	L	0%	0%	36%	64%	3.6
I respect what others have to say even when it is different from my opinion	L	0%	9%	18%	73%	3.6
I accept people as they are	L	0%	0%	36%	64%	3.6
I don't let my biases or prejudices keep other people from doing their job	L	9%	0%	9%	82%	3.6
I am comfortable with a co-worker receiving time off for a religious holiday that is different from my own	L	0%	18%	9%	73%	3.5
I take the time to learn how people different from me want to be treated	L	9%	9%	64%	18%	2.9
I accept people who choose to speak their native language in the workplace	L	27%	9%	45%	18%	2.5
I believe organizations/businesses should attempt to recognize major religious/national holidays of all their cultural groups	L	27%	18%	45%	9%	2.4
Group Mean for Respect						33.2



Behavior: Self-Awareness

Discovering Diversity Profile® Group Report

Your Group Mean for Self-Awareness is 35.2, which is in Level 2. Based on this group's responses to the profile, many members of the group seem to have developed a basic awareness and understanding of how their personal behavior is influenced by their own cultural assumptions, values, and beliefs. They may have begun to accept responsibility for the quality of their relationships with co-workers.

Below are the group level data for each of the items in the Self-Awareness area of the *Discovering Diversity Profile®*. The table includes:

- A key that shows in which direction the item is scored (N = Never, L = Always). For all items in this section, agreement suggests higher levels of diversity acceptance; disagreement suggests lower levels of diversity acceptance.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Almost Never	Rarely	Sometimes	Almost Always	Mean
I have a right to my beliefs and values	L	0%	0%	0%	100%	4
I believe my co-workers can depend on me to keep my word	L	0%	0%	9%	91%	3.9
I know how I react to change in the workplace	L	0%	0%	27%	73%	3.7
I understand my strengths and limitations when dealing with others	L	0%	9%	18%	73%	3.6
I feel willing to consider the ideas and opinions of others	L	0%	9%	18%	73%	3.6
I know when I pretend to be something I am not	L	0%	0%	36%	64%	3.6
I am aware of how my values and beliefs affect my relationships with others	L	0%	0%	36%	64%	3.6
My ability to adapt improves my effectiveness in the workplace	L	0%	9%	18%	73%	3.6
I explore my own cultural and ethnic background	L	9%	18%	55%	18%	2.8
I ask for help in areas of diversity that I do not understand	L	9%	27%	36%	27%	2.8
Group Mean for Self-Awareness						35.2



Behavior: Interpersonal Skills

Discovering Diversity Profile® Group Report

Your Group Mean for Interpersonal Skills is 31.2, which is in Level 1. On the average, this group probably has had limited opportunity to interact with others who are different, or they have chosen to limit those interactions. They may tend to maintain a "my way is the only way" point of view.

Below are the group level data for each of the items in the Interpersonal Skills area of the *Discovering Diversity Profile*®. The table includes:

- A key that shows in which direction the item is scored (N = Never, L = Always). For all items in this section, agreement suggests higher levels of diversity acceptance; disagreement suggests lower levels of diversity acceptance.
- The percentage of the group's responses at each level of the rating.
- The mean (or average) score for the group. A lower mean suggests the specific areas where this group may want to focus their diversity work.

Item	Key	Almost Never	Rarely	Sometimes	Almost Always	Mean
I take responsibility for my actions	L	0%	0%	9%	91%	3.9
I treat people as individuals	L	0%	0%	18%	82%	3.8
I analyze a situation before I make a judgment or take action	L	0%	0%	18%	82%	3.8
I speak clearly, use simple words, and avoid slang when communicating	L	0%	9%	64%	27%	3.2
I separate the person from the issue when working to resolve differences	L	9%	9%	36%	45%	3.2
I adapt my style in order to work effectively with those who are different from me	L	0%	27%	45%	27%	3
I invite others to talk with me about their differences of opinion	L	9%	18%	55%	18%	2.8
I tactfully let people know how I feel when something they say or do offends me	L	9%	18%	55%	18%	2.8
I evaluate my beliefs around issues of difference	L	18%	18%	55%	9%	2.5
I take the initiative to discuss diversity issues with my co-workers	L	27%	27%	45%	0%	2.2
Group Mean for Self-Awareness						31.2