

# 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	<p>Personal Insight into Development on Diversity Issues: Help people understand their behavior, attitudes, and understanding of diversity.</p> <ul style="list-style-type: none"><li>• Learn where assumptions may be mistaken</li><li>• Understand your own attitudes and opinions about diversity issues</li><li>• Recognize the danger of not realizing your limitations within the work setting</li><li>• Understand how your behaviors may affect others</li></ul>
	<p>Appreciation of Diversity Within the Workplace: Help people become aware of the impact that diversity-related issues have in the workplace.</p> <ul style="list-style-type: none"><li>• Understand how culture influences work behavior and attitudes</li><li>• Reflect on the experience of co-workers with diverse backgrounds</li><li>• Realize that even if diversity issues aren't important to you, they affect your workspace and co-workers</li></ul>
Interpersonal Insights	<p>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.</p> <ul style="list-style-type: none"><li>• Comprehend a better, simpler model to understand the complex issue of workplace diversity</li><li>• Organize your unique subjective experiences with co-workers into a usable format</li><li>• Formulate a defined process through which you can address diversity issues</li></ul>
	<p>Dialogue About Diversity in the Workplace: Help create an environment where individuals accept, welcome, and encourage a wider range of diversity.</p> <ul style="list-style-type: none"><li>• Understand that diversity does not equal adversity</li><li>• Create a safe forum to discuss differences</li><li>• Express problems and frustrations in a more open fashion</li><li>• Express dissenting opinions without fear of disapproval or causing offense</li><li>• Create a culture of receptiveness and acceptance</li></ul>
	<p>Building Relationships Through Acceptance: Help people apply their knowledge about diversity issues and strengthen or mend relationships with those around them.</p> <ul style="list-style-type: none"><li>• Understand the emotional experience of another person</li><li>• Become more sensitive to the needs and feelings of those around you</li><li>• Challenge assumptions about others that might adversely influence your behavior</li><li>• Understand strategies to increase the effectiveness of partnerships and teams</li></ul>