

Self-Assessment Tool: Attitudes Toward Diversity

The self-assessment tools are intended as a first step in helping you to define issues that may be important to your effectiveness in a leadership capacity.

The value in these assessments is in answering them as honestly as you can, and then following through on the learning that they might indicate.

Remember that leadership skills can be learned. Your current assessment need not be the same as your future assessment. Think of this as a learning opportunity.

Whenever we view people as "different" in some way, we are experiencing an element of diversity. These differences can be subtle or blatant, and can reflect race, age, sex, or even physical abilities. Does your attitude toward diversity enhance organizational effectiveness?

Respond to the following statements. Use a scale of 5 to 1 to indicate how strongly you agree with the statements.

SA = Strongly Agree (5)
 A = Agree (4)
 N = Neutral (3)
 D = Disagree (2)
 SD = Strongly Disagree (1)

	<u>SA</u>	<u>A</u>	<u>B</u>	<u>D</u>	<u>SD</u>
1. I make a conscious effort to not think stereotypically.	5	4	3	2	1
2. I listen with interest to the ideas of people who don't think like me.	5	4	3	2	1
3. I respect other people's opinions, even though I may disagree.	5	4	3	2	1
4. If I were at a social event with people who differed ethnically from me, I would make every effort to talk to them.	5	4	3	2	1
5. I have a number of friends who are not my age, race, or gender, or of the same economic status and education.	5	4	3	2	1
6. I recognize the influence that my upbringing has had on my values and beliefs that my way isn't the only way.	5	4	3	2	1
7. I like to hear both sides of an issue before making a decision.	5	4	3	2	1
8. I don't care how the job gets done, as long as I see	5	4	3	2	1

results.

9.	I don't get uptight when I don't understand everything going on around me.	5	4	3	2	1
10.	I adapt well to change and new situations.	5	4	3	2	1
11.	I enjoy travelling, seeing new places, eating different foods, and experiencing different cultures.	5	4	3	2	1
12.	I enjoy people-watching and trying to understand the dynamics of human interactions.	5	4	3	2	1
13.	I have learned from my mistakes.	5	4	3	2	1
14.	When I am in unfamiliar surroundings, I watch and listen before acting.	5	4	3	2	1
15.	When I get lost, I don't try to figure out for myself but ask for directions.	5	4	3	2	1
16.	When I don't understand what someone is telling me, I ask questions.	5	4	3	2	1
17.	I try hard not to offend or hurt others.	5	4	3	2	1
18.	People are generally good, and I accept them as they are.	5	4	3	2	1
19.	I watch for people's reactions whenever I'm speaking to them.	5	4	3	2	1
20.	I try not to assume anything.	5	4	3	2	1

Scoring

Total your answers. If your score is 80 or above, you probably value diversity and can adapt. Continue to look for areas of improvement. If you scored below 50, you probably need to work on understanding the need to value diversity.

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