

# 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

**Personal Insight into Development on Diversity Issues:** Help people understand their behavior, attitudes, and understanding of diversity.

- Learn where assumptions may be mistaken
- Understand your own attitudes and opinions about diversity issues
- Recognize the danger of not realizing your limitations within the work setting
- Understand how your behaviors may affect others

**Appreciation of Diversity Within the Workplace:** Help people become aware of the impact that diversity-related issues have in the workplace.

- Understand how culture influences work behavior and attitudes
- Reflect on the experience of co-workers with diverse backgrounds
- Realize that even if diversity issues aren't important to you, they affect your workspace and co-workers

### Interpersonal Insights

**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.

- Comprehend a better, simpler model to understand the complex issue of workplace diversity
- Organize your unique subjective experiences with co-workers into a usable format
- Formulate a defined process through which you can address diversity issues

**Dialogue About Diversity in the Workplace:** Help create an environment where individuals accept, welcome, and encourage a wider range of diversity.

- Understand that diversity does not equal adversity
- Create a safe forum to discuss differences
- Express problems and frustrations in a more open fashion
- Express dissenting opinions without fear of disapproval or causing offense
- Create a culture of receptiveness and acceptance

**Building Relationships Through Acceptance:** Help people apply their knowledge about diversity issues and strengthen or mend relationships with those around them.

- Understand the emotional experience of another person
- Become more sensitive to the needs and feelings of those around you
- Challenge assumptions about others that might adversely influence your behavior
- Understand strategies to increase the effectiveness of partnerships and teams