

Are You Maximizing Your Effectiveness Across Differences?

How true are the following statements FOR YOUR BUSINESS OR ORGANIZATION?

1 = never 2 = rarely 3 = sometimes 4 = usually 5 = always

1	<i>Leadership</i> understands why including diverse people and perspectives is <u>essential</u> to our success	1	2	3	4	5
2	<i>Employees</i> understand why including diverse people and perspectives is <u>essential</u> to our success	1	2	3	4	5
3	<i>Leadership</i> is flexible and adaptable to change and new information	1	2	3	4	5
4	<i>Employees</i> are flexible and adaptable to change and new information	1	2	3	4	5
5	Leadership comes across to employees the way they/we want to come across	1	2	3	4	5
6	We have an excellent reputation with customers/clients from diverse communities *	1	2	3	4	5
7	We are successful in recruiting and retaining employees and leaders from diverse communities *	1	2	3	4	5
8	Most employees are confident in their ability to work well with people (customers/clients and coworkers) who are different	1	2	3	4	5
9	"Diversity" topics or issues are discussed openly and easily	1	2	3	4	5
10	Different viewpoints and perspectives are <u>sought after</u> and taken seriously	1	2	3	4	5
11	Leadership has an accurate sense of the organization's strengths and areas for improvement	1	2	3	4	5
12	We have a concrete, clear plan for engaging people (customers, clients, and/or employees) from diverse communities *	1	2	3	4	5
13	Our CEO/President demonstrates commitment in words, actions, <i>and resources</i> to better serving and engaging diverse communities *	1	2	3	4	5
14	We are free of any employee complaints, customer/client complaints or lawsuits alleging discrimination or mistreatment based on group identity	1	2	3	4	5

** "Diverse communities" refers to different racial and ethnic groups, but also different income/class levels, different age groups, the LGBT community, different language speakers, different spiritual/religious groups, etc.

Comments or questions?

Want help improving your score? Contact me!