
ACTIVITY 12.5 | Diversity Opinionnaire

Please respond with a rating that represents your feelings about each opinion below.
 5 = strongly agree, 4 = agree, 3 = uncertain, 2 = disagree, 1 = strongly disagree.

- _____ 1. Everyone who works in this organization should be required to speak English.
 - _____ 2. Diversity brings creativity and energy to a workgroup.
 - _____ 3. Immigrants should be expected to forsake their own cultures and adapt to American ways.
 - _____ 4. Multicultural teams can be stimulating, productive, and fun.
 - _____ 5. People should leave their differences at home and conform to organizational standards at work.
 - _____ 6. Showing flexibility and accommodation to people's individual needs and preferences increases commitment and motivation.
 - _____ 7. Diversity brings unnecessary conflict and problems to a workgroup.
 - _____ 8. Women and people of color are underrepresented at higher levels in this organization.
 - _____ 9. Increasing workforce diversity has led to a decline in quality.
 - _____ 10. People are more motivated and productive when they feel they are accepted for who they are.
 - _____ 11. Women and people of color are oversensitive to prejudice and discrimination.
 - _____ 12. Stereotypes exist about all groups.
 - _____ 13. Racial and ethnic groups tend to stick together.
 - _____ 14. Differences often make people uncomfortable.
 - _____ 15. Some groups are more suited for or talented at certain jobs.
 - _____ 16. There should be no double standards. The rules should be the same for everyone, regardless of gender, race, age, ethnicity, and so on.
 - _____ 17. America would be a better place if people would assimilate into one culture.
 - _____ 18. America would be a better place if people were allowed to preserve their individual cultures.
 - _____ 19. People are reluctant to disagree with employees of certain groups for fear of being called prejudiced.
 - _____ 20. Training is needed to help employees understand each other and overcome communication barriers.
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Scoring:

- _____ Total score for odd-numbered items
 - _____ Total score for even-numbered items
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