
ACTIVITY 12.6 | Staff Diversity Needs Analysis

Please respond to the questions below by answering true or false.

- _____ 1. I am comfortable working with individuals who are different from me in race and cultural background.
- _____ 2. I am sometimes confused by the behavior of employees from different backgrounds.
- _____ 3. It is difficult for me to understand people who speak with thick accents.
- _____ 4. I'm reluctant to disagree with employees of different groups for fear of being considered prejudiced.
- _____ 5. I know about my own cultural background and how it influences my behavior.
- _____ 6. I am able to resolve conflicts with employees who are different from me in cultural background, gender, race, and sexual orientation.
- _____ 7. My behavior is influenced by gender differences.
- _____ 8. Prejudice exists in every individual.
- _____ 9. I feel comfortable talking about differences in race, culture, and sexual orientation.
- _____ 10. Racial and cultural differences influence my behavior.
- _____ 11. Stereotypes are held about every group.
- _____ 12. I'm not sure what labels to use in referring to different groups.
- _____ 13. My behavior is influenced by differences in sexual orientation.
- _____ 14. I understand the different cultural influences of my co-workers.
- _____ 15. I get frustrated when communicating with limited-English-speaking individuals.
- _____ 16. I am most comfortable spending time with people who are similar to me in background.
- _____ 17. I find the behaviors of some members of other groups irritating.
- _____ 18. I'm fearful of offending individuals of other groups by saying the wrong thing.
- _____ 19. People of some groups are treated differently because they act differently.
- _____ 20. I find myself thinking, "Why don't they act like us?"
- _____ 21. I'm able to resolve problems easily with co-workers who are different from me.
- _____ 22. I recognize my own biases and prejudices.
- _____ 23. Certain behaviors of groups bother me.
- _____ 24. I am able to work with people so I feel I fit in, no matter how different we are.
- _____ 25. I wish we were all more similar.
- _____ 26. I understand some of the reasons why there is cultural clash and conflicts between groups.
- _____ 27. When dealing with differences, I am able to "walk in someone else's shoes."
- _____ 28. I find differences among us interesting and stimulating.
- _____ 29. I understand the reasons for my own reactions to others' differences.
- _____ 30. I find many similarities between me and my co-workers of different backgrounds.

Scoring—Give each answer a point value as follows:

Items 1, 5, 6, 8, 9, 11, 14, 21, 22, 24, 26, 27, 28, 29, 30: True = 1 point, False = 0 points.

Items 2, 3, 4, 7, 10, 12, 13, 15, 16, 17, 18, 19, 20, 23, 25: True = 0 points, False = 1 point.

_____ Awareness = Total score for items 1, 4, 7, 10, 13, 16, 19, 22, 25, 28

_____ Knowledge = Total score for items 2, 5, 8, 11, 14, 17, 20, 23, 26, 29

_____ Skills = Total score for items 3, 6, 9, 12, 15, 18, 21, 24, 27, 30

_____ **Total**
