
ACTIVITY 12.7 | Management Development Diversity Needs Analysis

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

- _____ 1. I am comfortable managing 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. I'm able to resolve problems easily with employees on my staff who are different from me.
- _____ 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 and my expectations of employees.
- _____ 6. I know how to give feedback so employees of different cultures don't "lose face."
- _____ 7. My behavior toward employees is influenced by gender differences.
- _____ 8. Prejudice exists in every individual.
- _____ 9. I feel comfortable talking with my staff about differences in race, culture, and sexual orientation.
- _____ 10. My behavior toward my staff is influenced by racial and cultural differences.
- _____ 11. Stereotypes are held about every group.
- _____ 12. I am able to give constructive performance reviews with employees of different groups.
- _____ 13. My behavior toward my staff is influenced by differences in sexual orientation.
- _____ 14. I understand the different cultural influences of the people I manage or supervise.
- _____ 15. I get frustrated when my staff segregates into subgroups along cultural or racial lines.
- _____ 16. I am most comfortable managing people who are similar to me in background.
- _____ 17. I find the behaviors of members of some groups on my staff irritating.
- _____ 18. I'm fearful of offending employees of diverse groups by saying the wrong thing.
- _____ 19. People of certain groups are treated differently because they act differently.
- _____ 20. I find myself thinking, "Why don't they act like us?"
- _____ 21. It is difficult for me to manage people who speak with thick accents.
- _____ 22. I recognize my own biases and prejudices.
- _____ 23. Certain behaviors of some groups on my staff bother me.
- _____ 24. I am able to resolve conflicts among employees of different cultural backgrounds, genders, races, and sexual orientation.
- _____ 25. I wish my staff were all more similar.
- _____ 26. I understand some of the reasons why there is culture clash and conflicts between individual employees and groups of employees.
- _____ 27. I'm not sure what labels to use in referring to different groups.
- _____ 28. I find differences among us interesting and stimulating.
- _____ 29. I understand the reasons for my own reactions to others' differentness.
- _____ 30. I am able to build a cohesive work team from my diverse staff.

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**
