

ACTIVITY 14.2 | What Does Your Company Do To Increase Promotion of Its Diverse Employees?

Directions: With your organization in mind, respond to the following questions by putting a check in the appropriate column.

Questions	Yes	No
1. Top management uses formal processes to meet with and encourage top talent from diverse backgrounds.		
2. Teaching potential "stars" the rules for success is a top priority.		
3. A balanced life is compatible with the demanding workload of those who move up.		
4. Our company is attractive to diverse employees because we are flexible enough to accommodate differences.		
5. Our company models change by welcoming diversity at all levels of the organization.		
6. A formal mentoring system exists to nurture top talent.		
7. The golf course is the best place to tap into the informal pipeline.		
8. Taking parental leave is possible but frowned upon.		
9. Our organization can sell itself to diverse employees by pointing out that a large percentage of top management are currently women and people of color.		
10. Involvement in change is pushed to the lowest level of the organization.		
11. Top management seeks advice from and contact with employees from all backgrounds.		
12. Our organization reaches out to and is knowledgeable about the populations we have and want to develop.		
13. A reward structure exists to accommodate the different employee motivations.		
14. Our company has an excellent reputation for retaining top talent because of our child- and elder-care policies and other benefits.		
15. The flexibility to work from home (as long as deadlines are met) is available to employees.		

Scoring: Items number 7 and 8 should be no answers and all the rest should be yes if your organization promotes advancement of diverse individuals. Here are the concepts being measured:

- Items 1, 6, 11 Building connections: Helps employees develop and maintain relationships that are sturdy and enhancing at all levels of the organization.
- Items 2, 7, 12: Political savvy: Helps employees make use of the informal organization and pick up the unstated clues.
- Items 3, 8, 13: Dealing with multiple motivations: Demonstrates a willingness to be flexible with today's workforce, realizing that different employees are motivated by different things.
- Items 4, 9, 14: Positioning: Indicates the organization's ability to make itself attractive by presenting outcomes in a value base employees respect and respond to.
- Items 5, 10, 15: Mastering change: Attests to an organization's openness to new people, ideas, and systems.