

**ACTIVITY 9.1 | Pinpointing Diversity-Related Influences That Impact Performance Evaluation**

Check any of these factors that you felt influenced a recent performance evaluation process. Jot down the employee behavior and any actions you might take to improve communication.

Cultural/Diversity-Related Factors	Employee's Behavior	Manager's Action
<input type="checkbox"/> Avoidance of loss-of-face		
<input type="checkbox"/> Emphasis on harmony		
<input type="checkbox"/> Respect for authority		
<input type="checkbox"/> External locus of control		
<input type="checkbox"/> Emphasis on relationship rather than task		
<input type="checkbox"/> Difficulty in separating self from performance		
<input type="checkbox"/> Emphasis on group over individual		
<input type="checkbox"/> Lack of common base of experience		
<input type="checkbox"/> Previous discrimination		