

**ACTIVITY 12.4 | Diversity Awareness Continuum**

Directions: Put an X that represents where you fit along the dotted line for each continuum below.

I am not knowledgeable about the cultural norms of different groups in the organization.	.....	I am knowledgeable about the cultural norms of different groups in the organization.
I do not hold stereotypes about other groups.	.....	I admit my stereotypes about other groups.
I feel partial to, and more comfortable with, some groups than others.	.....	I feel equally comfortable with all groups.
I gravitate toward others who are like me.	.....	I gravitate toward others who are different.
I find it more satisfying to manage a homogeneous team.	.....	I find it more satisfying to manage a multicultural team.
I feel that everyone is the same, with similar values and preferences.	.....	I feel that everyone is unique, with differing values and preferences.
I am perplexed by the culturally different behaviors I see among staff.	.....	I understand the cultural influences that are at the root of some of the behaviors I see.
I react with irritation when confronted with someone who does not speak English.	.....	I show patience and understanding with limited-English speakers.
I am task-focused and don't like to waste time chatting.	.....	I find that more gets done when I spend time on relationships first.
I feel that newcomers to this organization should adapt to our rules.	.....	I feel that both newcomers and the organizations in which they work need to change to fit together.

Draw your profile by connecting your Xs. The closer your line is to the right-hand column, the greater your awareness regarding diversity; the closer to the left-hand column, the less aware you may be about diversity-related issues.