

**ACTIVITY 4.1 | Assessing the Impact of Global Diversity in Your Organization**

Directions: Think about each dimension of diversity and rate the degree of difference each makes in how people are treated in your global organization.

	1 Little difference	2	3	4	5 Great deal of difference
<b>Personality</b>					
Different styles and characteristics					
<b>Internal Dimensions</b>					
Age					
Gender					
Sexual Orientation					
Physical Ability					
Ethnicity					
Race					
<b>External Dimensions</b>					
Geographic Location					
Income					
Personal Habits					
Recreational Habits					
Religion					
Educational Background					
Work Experience					
Appearance					
Parental Status					
Marital Status					
<b>Organizational Dimensions</b>					
Functional Level/Classification					
Work Content/Field					
Division/Department/Unit/Group					
Seniority					
Work Location					
Union Affiliation					
Management Status					

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**ACTIVITY 4.1 | Assessing the Impact of Global Diversity in Your Organization (continued)**

	1 Little difference	2	3	4	5 Great deal of difference
<b>Countries of Operation</b>					
Political System					
Laws					
Social Structure					
Economic System and Conditions					
Values					
Language(s)					

Adapted from *Diverse Teams at Work*, Lee Gardenswartz and Anita Rowe, Alexandria, VA: SHRM, 2003 and *Global Diversity Desk Reference: Managing an International Workforce*, San Francisco: Pfeiffer, 2003