



## What's Your **D**IVERSITY **Q**UOTIENT?

by Lee Gardenswartz, Ph.D. and Anita Rowe, Ph.D.

**O**n a daily basis, diversity means that most of us will come across dozens of people who are different from us in culture, race and language, as well as the many other ways we can be different from one another in areas such as gender, physical ability, sexual orientation or socio-economic status.

We encounter one another daily at work, when shopping, in school, on the bus and in our neighborhoods. These intercultural contacts can be stimulating and enriching or they can be sources of stress and frustration. It largely depends on your attitude.

To find out how adaptable you are to a pluralistic environment, take the diversity quiz below.

### ***Diversity Awareness Quiz***

ANSWER TRUE OR FALSE TO EACH STATEMENT:

- \_\_\_\_\_ 1. I know about the rules and customs of different cultures.
- \_\_\_\_\_ 2. I know and admit that I hold stereotypes about other groups.
- \_\_\_\_\_ 3. I feel equally comfortable with people of all backgrounds.
- \_\_\_\_\_ 4. I actively associate with those who are different from me.
- \_\_\_\_\_ 5. I find it satisfying to work on a multicultural team.
- \_\_\_\_\_ 6. I find change stimulating and exciting.
- \_\_\_\_\_ 7. I like to learn about other cultures.
- \_\_\_\_\_ 8. I show patience and understanding with limited English speakers.
- \_\_\_\_\_ 9. I find that more gets done when I spend time building relationships.
- \_\_\_\_\_ 10. I feel that both newcomers and society need to make an effort to change.

The more "Trues" you can check, the higher your Diversity Quotient is. We suggest you identify one item where you know you could do better and make a commitment to yourself to grow. In

a global world, this can only enhance your comfort and effectiveness.

© Copyright 2016 Gardenswartz and Rowe. All Rights Reserved.