A Brief Introduction
Main Concerns with the Current State of Workplace Diversity

1. Not well-defined or understood
2. Focus is on compliance
3. Emphasis on ethnicity and/or gender
4. Needs a broader outlook
5. Dominated by awareness rather than action

DIVERSITY

- 71% of organizations don’t have a formal definition
- 90+% HR professionals
  - Competence critical to success
  - Must enhance employees diversity management skills
  - Create culture that fosters diversity management
- 91% extremely important to get people of different backgrounds to effectively work together

February 2008
Discovering Diversity Profile®

- Designed to help identify opinions and feelings about workforce diversity and provide suggestions for change.
- The *Discovering Diversity Profile*® allows individuals to explore their own viewpoints on workforce diversity in four key areas, and can help transform resistance into acceptance, cooperation, and respect.
Basic Insights

- Personal Insight into Development on Diversity Issues
- Appreciation of Diversity Within the Workplace
- A Common Language to Understand and Discuss Interpersonal Diversity Issues
- Dialogue about Diversity in the Workplace
- Building Relationships through Acceptance
New Features

What’s new in the Discovering Diversity Profile ® in EPIC?

- Comprehensive personalized narrative
- Expanded action plan
- Group Report

Look for the The EPIC Edge to see features and benefits only available on EPIC!
Discovering Diversity Profile®

Model

Feedback is organized into four sections with two subsections each

- Knowledge
  - Stereotypes
  - Information
- Understanding
  - Awareness
  - Empathy
- Acceptance
  - Receptiveness
  - Respect
- Behavior
  - Self-Awareness
  - Interpersonal Skills
Response form

- 80 statements
  - 20 measure attitudes and beliefs
    - Strongly Agree to Strongly Disagree
  - 60 measure personal behavior
    - Almost Always to Almost Never
The Discovering Diversity Profile® Group Report helps focus diversity efforts based on the needs of the group or organization.
Thank you.
Workforce Diversity Network members will receive a 25% discount on their initial order of any Discovering Diversity Resources. For more information on putting the power of the Discovering Diversity process to work in your organization contact:

Request a complementary trial.

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