

DIVERSITY & ME: SELF-ASSESSMENT

Working Together: Diversity in the Workplace

In order to use the information from today's seminar, you may find it helpful to identify how you feel about and respond to the diversity around you. This self-assessment follows sections from the seminar, so feel free to use it as you go through the presentation.

Diversity and you

Fill in the blanks below, identifying at least one of your core values and beliefs, as well as a few sentences about your cultural and family story.

Core values: *your guiding principles (ex. family, hard work, or health):*

Core beliefs: *your deeply held truths (ex. "It's not OK for me to show emotion," or "When something bad happens, I have to fix it."):*

What's your story? *How does your family and cultural story inform your core beliefs and values?*

Biases

Did your visualizations of the exercise defy stereotypes, or were they in line with them?

Can you identify one or two biases you carry? Are they related to a different culture or race, or gender? Where might they have come from?

Action plan for creating an inclusive environment

Identify action steps that you can take to develop the four skills necessary to succeed in a diverse environment. Look at the “Skill Development Ideas” handout for ideas on what you can do.

Communication: _____

Awareness: _____

Engagement: _____

Respect: _____

SKILL DEVELOPMENT IDEAS

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Below are some suggestions for reflection or to use as an activity. They can help you grow or improve in each of the four skill development categories we mentioned. You can use these with your self-assessment or mark them on your own to identify the ones you can work on.

Communication:

- > Try re-stating what you hear from others, and check if it was what they meant.
- > Set aside judgments and assumptions when listening. Ask questions about what someone means instead of jumping to conclusions.
- > Consider talking less and thinking and listening more.
- > When you sense yourself insisting on your way, try to let go and be flexible.
- > If someone disagrees with you, ask them why they hold that opinion. Try to consider their perspective.
- > If a language barrier exists, speak slower, not louder. Find alternative ways to communicate if spoken language is a struggle.

Awareness:

- > Be open to going to cultural events as a part of your effort to develop an understanding of various cultures and customs.
- > Ask people what you should do or what is appropriate in situations when you are unsure.
- > Think about your life experiences and events that shaped your beliefs and attitudes about those who are different from you.
- > Learn more about your co-workers – listen to their stories. Ask questions if you don't understand. Learning about other cultures and traditions can be a fun and interesting way to get to know each other!
- > Read books or watch movies about and by people who are different from you. Media often is a reflection of the perspectives of those who made it – take a few hours to delve into their world!

Engagement:

- > Appreciate the skills and strengths of others. Consider how they complement or balance your skills and strengths.
- > Build friendships with people from different cultures. Work hard to understand them, especially when their views differ from your own.
- > Request and listen to feedback from multiple sources about your strengths and weaknesses. Try to get it from those of a different race, ethnicity or gender. Adjust your behavior in response to feedback you receive; then request more feedback on your adjustments.
- > Find local events, parades, or community gatherings that are open to the public and try something new.
- > Go to a new restaurant you've never tried before from another ethnic group. Ask for recommendations from the staff.
- > Take a community education class to learn a new activity that is new or different to you.
- > Try to feel comfortable with discomfort. Engaging with a new cultural group can feel awkward at first. Learn to embrace it as part of the experience.

Respect:

- > Look for areas that you have in common with other cultures. Try to see those commonalities as points of connection.
- > Strive to consistently maintain a positive, open attitude.
- > Don't rush to judgment when it comes to areas of cultural difference. Our values are not necessarily better or worse than one another, just different.
- > Pay close attention to the way others react to your behavior. If they appear offended, ask why they are reacting the way. An apology and a commitment to changing your behavior go a long way towards building trust with others.
- > Advocate for others. If you hear someone making derogatory comments about another person's cultural group, stand up for him/her and try to communicate a different perspective.
- > Know you will make mistakes. We all do – it is a part of life. Take responsibility and commit to change each and every day!

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