

Turn Up Your “Dimmer Switch!”

“Fostering a Diverse & Inclusive Workplace – It Just Makes “Cents!”

1. Which phrase *best* describes the term, “diversity” in the workplace?
 - a. People look different & speak different languages
 - b. Increasing representation of people from different countries of origin
 - c. People have different views of the world based on where they are born
 - d. Differences based on who we are, choose to be and who we are at work

2. Which phrase(s) *best* describes an “inclusive” workplace:
 - a. People feel a sense of belonging
 - b. People feel respected, valued and seen for who they are
 - c. There is a level of supportive energy and commitment from leaders, peers, and others so that all people can do their best work
 - d. B & C only

3. Some of the unconscious factors which prevent us from fully practicing “inclusion” in the workplace are implicit prejudice, in-group favoritism, over-claiming credit and:
 - a. Micro-inequities
 - b. Conflict of interest
 - c. Disrespect
 - d. Body language

4. Changing an organization’s work culture to become more inclusive is something that can be accomplished through:
 - a. A new mission statement
 - b. An employee handbook
 - c. A recruitment policy & mentoring program
 - d. Systematic change that leverages diversity

5. Creating a diverse and inclusive work environment begins with:
 - a. Developing our individual awareness
 - b. Senior levels of the organization
 - c. Implementing programs and activities into the strategic work of the organization
 - d. Making inclusion “the way” if doing business

6. According to research, the core difference between great managers and great leaders indicates that the great manager looks inside the company into employees' differences and tries to derive the best way to translate the employees' talents into superior performance, whereas the great leader:
 - a. Helps employees do what they do best every day by encouraging their feedback and helping them take risks
 - b. Encourages the development of others through coaching and mentoring
 - c. Looks outward at the competition, the future, strategies; they are visionaries
 - d. Gives all employees the opportunity to work, learn and grow in order to further their career and commitment to doing quality work

7. The effective manager can have the most impact on improving engagement in which groups of employees?
 - a. Engaged employees
 - b. Disengaged employees
 - c. Somewhat engaged/somewhat disengaged
 - d. All employees

8. Leaders of 21st century organizations must manage diversity and practice inclusion well in order to make a positive impact on their organization's:
 - a. Organizational priorities
 - b. Major strategies and initiatives
 - c. Performance, profitability and market share
 - d. Employees

9. The business equation for success is best described by the following:
 - a. Engaged employee + Manager + Long Time Customers = Profitable Organization
 - b. All Employees + Engaged Managers + Satisfied Customers = Efficient Organization
 - c. Effective Managers + Engaged Employees + Engaged Customers = Improved Bottom-Line Results and a Positive Workplace
 - d. All Employees + Senior Management + New Customers = Efficient Organization

10. Organizations that have made long-term commitments to building and sustaining inclusive workplaces that leverage diversity improve overall bottom-line results as shown by:
 - a. Increased productivity & engagement levels of employees
 - b. Reduced employee turnover, improved customer service & penetration of new markets
 - c. A only
 - d. Both A and B

How high is your “Dimmer Switch?” For correct responses, [click here](#).

Your Score: (Number of Correct Responses)

10	High Level of D & I Awareness!
8 - 9	Good Awareness
5 - 7	Needs a Tune Up!
Under 5	SOS – Help Me!

Positive Action Step:

What is the one thing I will change and do differently beginning today to create a more positive, inclusive workplace environment?

Does Your Workplace Need a “Dimmer Switch” Tune-Up?

We’re Here to Help You!

Bring this dynamic workshop to your organization!

A Positive Workplace Means Business!

Leaders of 21st century organizations must manage diversity and practice inclusion well in order to make the Positive Impact on their organization’s performance, profitability and market share.

***“Fostering a Diverse & Inclusive Workplace –
It Just Makes “Cents!”***

**Diversity is a strategic competitive advantage
in today’s global economy and just makes “cents!”**



Mary Jane (MJ) Paris

President

P.O. Box 535

Shelton, CT 06484

info@posimpact.net

www.posimpact.net

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