



STUDYDADDY

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Valuing Diversity Self-Assessment – Worksheet

Rate yourself *openly and honestly* on a scale of 1 to 5 for each item.

		Rarely	Sometimes	Always
1.	I understand the agency's diversity goals	1	2	3
2.	I regularly assess my strengths and weaknesses in the areas of diversity, and I consciously try to improve myself.	1	2	3
3.	I'm always asking questions. I'm curious about new things and people.	1	2	3
4.	When I don't understand what someone says, I ask for clarification.	1	2	3
5.	I'm committed to respecting all co-workers, customers, and vendors.	1	2	3
6.	I work willingly and cooperatively with people different from me.	1	2	3
7.	I recognize how bonding with my own group may exclude, or be perceived as excluding others.	1	2	3
8.	I can communicate with and influence people who are different from me in positive ways.	1	2	3
9.	I'm interested in the ideas of people, who don't think as I do, and I respect their opinions even when I disagree.	1	2	3
10.	Some of my friends are different from me in age, race, background, etc.	1	2	3
11.	I recognize I'm a product of my background: my way isn't the only way.	1	2	3
12.	I'm aware of my prejudices and consciously try to control my assumptions about people.	1	2	3
13.	I try to help others understand my differences.	1	2	3
14.	I work to make sure that people who are different from me are heard and are respected.	1	2	3

15. I help others succeed by sharing unwritten rules and showing them how to function better.	1	2	3	4	5
16. I apologize when I've offended someone.	1	2	3	4	5
17. I resist the temptation to make another group the scapegoat when something goes wrong.	1	2	3	4	5
18. I think of the impact of my comments and actions before I speak or act.	1	2	3	4	5
19. I refrain from repeating rumors that reinforce prejudice and bias.	1	2	3	4	5
20. I recognize and avoid using language that reinforce stereotypes.	1	2	3	4	5
21. I include people different from me in informal networks and events.	1	2	3	4	5
22. I believe and convey the nontraditional employees are as skilled and competent as others.	1	2	3	4	5
23. I get to know people as individuals who are different from me.	1	2	3	4	5
24. I turn over responsibility to people who are different from me as often as I do people who are like me.	1	2	3	4	5
25. I disregard physical characteristics when interacting with others and when making decisions about competence or ability.	1	2	3	4	5
26. I avoid generalizing the behavior or attitudes of one individual to an entire group. (e.g, "All men are..." "All black people are...")	1	2	3	4	5
27. I say "I think that's inappropriate" when I think someone is making a derogatory comment or joke.	1	2	3	4	5
28. I recognize that others may stereotype me, and I try to overcome incorrect assumptions that they may make.	1	2	3	4	5

Score by column 0 + 4 + 24 + 44 + 35

Total Score 107



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