

Diversity in Organisations

Determining Diversity within a Team

A tool for senior management, team leaders and advisors to observe and analyse a team in its handling of diversity.

The scoring uses a scale of 1 (completely disagree) to 4 (completely agree).

The ratings thus give an indication about the state of a team, in which areas it has strengths, where there is room for improvement, and where measures need to be implemented.

	1	2	3	4
Differences within the team are recognised				
Differences within the team are accepted (“you can be different“)				
People’s own attitudes are reflected in their handling of differences				
Team members are aware of which behaviours support or hinder diversity				
Team members recognise their own diversity (qualifications, skills, strengths and weaknesses)				
Team members recognise the diversity of others (qualifications, skills, strengths and weaknesses)				
Team members know to a large extent their own preferences and dislikes, their prejudices and assessments				
There is common debate concerning individual values and those of the company				
The values “acceptance of differences” and “valuing diversity” are declared as mandatory values and form part of the everyday working culture				
One’s own diversity is consciously expressed				
Team members are supported to use their capabilities				
Differences are lived out				
The team recognises the potential of differences				
Steps are developed and agreed to utilise diversity and differences				
It is clarified where and when individual action may be appropriate and when and where a common approach is required. Scope and obligations are determined.				
Differences are utilised in a targeted way				
Structures exist that support the exchange process concerning differences and similarities				
The team’s culture provides room for the development of diversity				
The team’s culture is developed collectively and negotiated between the identity groups and individuals				
The advantages of differentness can be experienced within the team				
The identity of the team allows diversity				
Interactions are reflected				
A common understanding of the company’s objectives exists				
The objectives underpin common action				
The objectives allow potential to be integrated				
The common pursuit of goals supports the development of the team’s identity				

	1	2	3	4
The relevant differences and strengths for the achievement of goals are identified, specified and exist				
The team's diversity is not seen as a potential disruption, but rather as a force for the common good				
The various contributions by different categories of employees towards the achievement of goals are considered equal				
The contribution of the individual towards the successful achievement of common goals is understood				
Differences that can contribute to particularly advantageous solutions are stimulated				
The allocation of tasks is best solved using existing differences rather than by conventional approaches				
The synergy derived from diversity is used in a targeted way				
The team is characterised by a wide range of different types of behaviour and opinions, that are aligned with overall common goals				
The team is set up in a way that ensures that different attributes provide benefits				
The differences have a positive impact on outcomes				
Team members are capable of communicating effectively with each other				
Team members are interested in each other				
There is a willingness by team members to understand the way others in the team think and view the world				
Through its mutual appreciation the group possesses a high degree of creativity				