

Diversity in Teams / Diversity Team Development

OER Diversity-Sensibility Self-test

Diversity in teams can only be lived out effectively when we are convinced of its positive impact, when we know ourselves well, when we are at peace with ourselves and when we have the right attitude.

Test yourself and record your scores using the scale of 1 (completely disagree) to 4 (completely agree).

Make yourself aware of your own “weaknesses.”

The test is also suitable for members of a team!

| | 1 | 2 | 3 | 4 |
|---|---|---|---|---|
| I am open to other points of view | | | | |
| I listen, ask questions, confirm what I have understood | | | | |
| I can represent a divergent opinion of my own constructively | | | | |
| I possess empathy towards other points of view (including minority points of view) | | | | |
| I am sensitive to how my reactions can impact upon others | | | | |
| I include others | | | | |
| I can give and receive feedback | | | | |
| I have a positive view of other people and assume that others per se have the best intentions | | | | |
| I have an awareness of my own socialisation, my own cultural norms and values | | | | |
| I have the ability to question my own norms and values | | | | |
| I am willing to let go of all beliefs | | | | |
| I know my own character and mentality | | | | |
| I am aware of my own strengths and weaknesses | | | | |
| I have a high self esteem | | | | |
| I am willing to continually learn and discover new things | | | | |
| I endure difficult and complex situations whilst remaining open-minded | | | | |
| I accept things that are unresolved, I tolerate contradictions and can live with disruptions | | | | |
| I accept ambiguities but avoid explicitness | | | | |
| I replace “either – or” with “as well as” | | | | |
| I make differences mutually beneficial (rather than devaluing them) | | | | |
| I tolerate my own faults as well as those of others | | | | |
| I do not devalue other positions, viewpoints, approaches, but rather look for the positives in them | | | | |
| I am engaged with the portrayal, emotions and images of others | | | | |
| I am aware of my own lack of knowledge and understanding | | | | |
| I strive earnestly to accept different realities | | | | |
| I am aware of how and why perceptions can be different | | | | |
| I can avoid using assessments such as “true” and “false” | | | | |