

# DISCOVERING DIVERSITY PROFILE®



## HELPING PEOPLE CAPITALIZE ON DIFFERENCES

As the dramatic shift to a highly diverse workforce continues, organizations know they must help all workers understand, accept, and capitalize on differences. They know the cultural backgrounds and experiences of diverse employees and customers can enrich the organization, making it more innovative and globally competitive. But realizing the benefits of diversity means meeting the diversity challenge through self-awareness, understanding, and commitment. That commitment must begin at the top. Leaders who truly value diversity want more than compliance. And they know commitment to diversity grows only as self-awareness and personal accountability flourish within the organization.

## EXPLORE DIVERSITY ISSUES IN FOUR KEY AREAS

The *Discovering Diversity Profile*® helps employees learn how they respond to workforce diversity issues and where they need to develop increased understanding. It is the foundation on which effective communication, acceptance, and teamwork can be built. This self-directed learning instrument provides a safe, confidential way for employees to explore the complex issues surrounding diversity in four key areas:

- Knowledge
- Understanding
- Acceptance
- Behavior



## THE EPIC EDGE

delivers online learning

**INDIVIDUAL REPORT** The personalized narrative feedback in the *Discovering Diversity Profile*® Individual Report paves the way for a more meaningful learning experience. Each section contains feedback about those items that need attention, several suggestions for improvement, and an expanded action plan. The report can be easily organized into segments for more effective group facilitation and coaching applications.

**GROUP REPORT** The Group Report provides a snapshot of the group in four key areas of diversity development. Facilitators and trainers use it to quickly zero in on the needs of the participants, the group, and the organization. All of the information is anonymous, so the report can be used as a facilitation tool while safeguarding the confidentiality of the respondents.

**INSIGHT**  
is everything



### DISCOVER YOUR COMFORT LEVEL

After recording and tallying responses to the profile, learners are guided through a confidential interpretation process that identifies their present attitudes about workforce diversity. They quickly assess their level of comfort — or discomfort — with differences by using a simple feedback grid that corresponds to the four diversity areas. Current feelings, opinions, knowledge, and skills are pinpointed. The impact of individual comfort level on workplace effectiveness is clarified, and specific suggestions for improving individual understanding of diverse groups are offered.

### GAIN INSIGHT, TAKE ACTION, VALUE DIVERSITY

The *Discovering Diversity Profile*® helps individuals in an organization:

- discover their personal comfort level with people who are different from themselves
- understand the impact of their behavior on others
- assess the accuracy of their knowledge about differences
- limit the influence of stereotypes
- reduce conflict
- transform knowledge into acceptance and empathy



### INSCAPE PUBLISHING

The power to transform individuals, teams, organizations. Inscape pioneered the original DiSC® learning instrument over three decades ago. Today, we continue to create innovative products and services that inspire, energize, and empower individuals. Available in 21 languages in over 40 countries, our extensively researched, time-tested resources create the opportunity for transformational experiences. We have helped more than 40 million people develop a deeper understanding of themselves and their relationships, discover their full potential, and realize greater success.

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