

How Much Diversity Is on Your Team?

This exercise allows you to explore the level of diversity on your team. Listed below are words that describe a variety of individual differences in the workplace.

Categories and Types of Diversity

Surface-Level

Social category differences

Race
Ethnicity
Gender
Age
Religion
Sexual orientation
Physical abilities

Deep-Level

Differences in knowledge or skills

Education
Functional knowledge
Information or expertise
Training
Experience
Abilities

Differences in values or beliefs

Cultural background
Ideological beliefs

Personality differences

Cognitive style
Affective disposition
Motivational factors

Organizational- or community-status differences

Tenure or length of service
Position title

Differences in social and network ties

Work-related ties
Friendship ties
Community ties
In-group memberships

Think about the level of diversity you have on your team.

1. Which of the above attributes are in your team?
2. What attributes contribute to team effectiveness/performance?
3. What diversity characteristics need to be added to your team to make it more effective?

SOURCE: Adapted from E. Mannix and M. A. Neale, "What Differences Make a Difference?" *Psychological Science in the Public Interest* 6 (2005): 31–55.

personality traits can be tempered or enhanced by the team's perception of its own competence.⁸² Both levels of team diversity are important considerations in developing a successful team with a rich, heterogeneous, broad base of resources, perspectives, and experiences to draw upon. Team members may relate well, based on their similarities, while finding great strength in their differences that complement each other. Complete You 9.2 to explore how much team diversity you experience.