



### Competencies that are addressed:

#### PRIMARY COMPETENCY CATEGORIES:

- **Diversity—**  
Appreciates and leverages capabilities, insights, and ideas across a group of individuals diverse in culture, style, ability, and drive.

- **External Awareness—**  
Sees things from multiple points of view. Is mindful of how actions impact others. Keeps up to date with issues that affect areas of responsibility.

#### RELATED COMPETENCY CATEGORIES:

- **Communication—**  
Advances the abilities of individuals and the organization through active listening supported with meaningful oral and written presentation of information.

- **Teamwork—**  
Organizes work tasks, people, and resources to deliver most effectively on organization goals.

# Valuing Diversity

## SUMMARY

In this module, you will explore how values may differ and how uncovering shared values can help you bridge differences. You will work with fundamental approaches to stimulate open, honest discussions. You will apply a set of proven principles to foster mutual trust and build a solid basis for pursuing shared goals.

## CONTEXT

Diversity in the workplace is common today. Being able to routinely tap into the inherent benefits of diversity is far less common. Despite growing globalization and years of mandated protections and guidelines, not all organizations have been successful in creating and sustaining a culture of inclusion and respect. Such a successful business culture provides both a return on investment and a competitive advantage.

---

### At the completion of this module, participants will be able to:

- Discover the role values play in diversity
- Identify methods to build rapport and trust
- Develop the ability to open lines of communication

*"The world is not a problem;  
the problem is your unawareness."  
—Bhagwan Shree Rajneesh  
Indian Spiritual Leader*