



Discovering Diversity Profile® Applications

- Change Management
- Coaching
- Communication
- Diversity
- Management Development
- Teams

Discovering Diversity Profile®



DISCOVERING DIVERSITY PROFILE®

As the dramatic shift to a highly diverse workplace continues, organizations know they must help employees 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. The *Discovering Diversity Profile*® helps organizations meet diversity challenges through self-awareness, understanding, and commitment.

EXPLORE DIVERSITY ISSUES IN FOUR KEY AREAS

The *Discovering Diversity Profile* helps individuals explore their own viewpoints on workforce diversity in four key areas:

- **Knowledge:** Employees examine what they know about differences and where that information comes from.
- **Understanding:** Employees learn how willing they are to put themselves in a position to feel what others may be feeling.
- **Acceptance:** Employees assess how patient and respectful they are of diverse behaviors and backgrounds.
- **Behavior:** Employees gain insight into how they act out their attitudes toward others.

Once employees identify their current attitudes about workforce diversity, the *Discovering Diversity Profile* helps them understand how their viewpoints and behaviors affect others. They'll get specific suggestions on how to limit the influence of stereotypes, reduce conflict, and embrace diversity as a source of organizational strength.

GAIN INSIGHT, TAKE ACTION, VALUE DIVERSITY

The *Discovering Diversity Profile* will help individuals in your organization:

- Discover their personal comfort level with people who are different from themselves
- Understand the impact of their behavior on others
- Limit the influence of stereotypes
- Reduce conflict
- Transform knowledge into acceptance and empathy
- Embrace diversity as a source of organizational strength

AVAILABLE REPORTS

Discovering Diversity Profile®

The *Discovering Diversity Profile*® is a 16-page learning instrument that helps employees learn how they respond to workforce diversity issues and where they need to develop increased understanding.

Discovering Diversity Profile Individual Report

The *Discovering Diversity Profile* Individual Report features personalized narrative feedback, paving the way for a more meaningful learning experience. Each section offers feedback on 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.

Discovering Diversity Profile Group Report

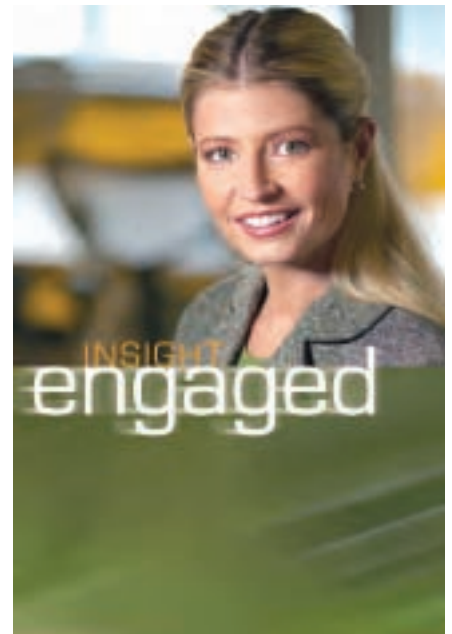
The *Discovering Diversity Profile* Group Report provides a snapshot of the group in four key areas of diversity development. Facilitators and trainers use it to quickly zero in on the needs of the participants, the group, and the organization. All of the information is anonymous, so the report can be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

 The EPIC Edge

indicates report is available online through the EPIC online profile delivery system



indicates report is available on paper



ABOUT INSCAPE PUBLISHING

Inscape Publishing, the leading provider of instrument-based learning systems, pioneered the original DiSC learning instrument over three decades ago. Today, we continue to create innovative products and services that engage, inspire, and empower individuals and organizations. Available in 21 languages in more than 50 countries, Inscape's learning resources have helped over 40 million people gain insight into their attitudes, behaviors, and potential in the workplace.

inscape  publishing

Lowell F Johannsen
Rubicon Management Corp
P.O. Box 465
Middleville, MI 49333
616-560-4448
lfj@rubiconmgt.com
rubiconmgt.com