Go Culture
For a Better Workplace

FACTOR SYNOPSIS

FOR A BETTER WORKPLACE

15 FACTORS

EQUITY THROUGH TRUST

1

Equity Through Trust incorporates several related topics. One is feeling trusted and showing trust toward others. Another is displaying reliability, patience, and consistency toward others. A third dimension is realizing how much personal control you experience in life is not directly regulated by your circumstances, luck, or strong people who exert extraordinary influence. This concept is similar to what is often called internal locus of control or field independence.

INCLUSIVITY

2

Inclusivity begins with recognizing your thought patterns and ideas, but then moves to how you make others feel welcome, regardless of their social or technical background. The scale measures how well you typically avoid cultural superiority (ethnocentrism) and represents your level of comfort with all levels of diversity, while making special efforts to ensure everyone within your sphere of influence is and feels included.

RISK & FEAR IN CHANGE

3

Risk & Fear In Change assesses how you handle change. This factor indicates your readiness to risk trying new and creative things, while at the same time cooperating with people from diverse cultural backgrounds. Overall, the theme of this factor is enthusiasm about stepping into a new or unfamiliar situations or contexts, your level of acceptance or positivity in managing stressful change, and how you understand the benefits, over and against the risks, of being in new or unfamiliar surroundings amidst people not like yourself. How willing are you to let change happen around you and to you?

FOSTERING FLEXIBILITY

4

Fostering Flexibility is a measure of your level of comfort accepting ambiguity in differing situations. How well do you handle or accept disorganization, vagueness, or indirectness? By considering your beliefs regarding flexibility and adjusting to new lifestyles or socio-cultural norms, this factor reveals a bit of how either rigid or flexible you typically are when trying to understand changes, divergent ideas, or different social norms confronting you. Are you willing to expand or update your way of thinking, judgments, or behavior given a co-culture's needs?

15 FACTORS

OPEN-MINDEDNESS

5

Open-Mindedness refers to your ability to truly listen and show respect for the ideas of others, even when these ideas run in contradiction to your values. It relates to developing healthy perspectives on points of view that you do not initially understand. How likely are you to try new methods in solving problems with diverse others, keeping your fear of mistakes or failure or even your uncertainty about trusting diverse others in check?

SENSING SUPPORTIVE SYSTEMS

6

Sensing Supportive Systems is a measure which reveals your perception of support from a guiding organization, place of employment, school, agency, etc. Possibly the quality and quantity of communication and actionable moments based around diversity, equity, and inclusion. Are you supported in your uniqueness or do you see diverse groups treated well or marginalized? This concept taps the feelings of sufficiency in support levels or how much organizational satisfaction you need. Finally, this factor considers if and to what extent you feel the organization cares about you.

NEURODIVERSITY & ADAPTABILITY

7

Neurodiversity & Adaptability measures how willing and adept you are to change behaviors, language, and actions to support more healthy and diverse interactions across various thought processes. Are you willing to make significant alterations in your behavior, appearance, and language in order to increase your likelihood of intercultural success? Or, does change concern you to the point that you are unwilling to alter minor elements of your communication? Adapting can also refer to your level of ease in making last-minute changes to your plan due to unexpected events. In many cases, cross-cultural engagement and relationship development causes us to stretch our norms in numerous every-day ways.

ALLYSHIP THROUGH RELATING

8

Allyship Through Relating refers to your ability to reach across perceived differences to bridge social gaps. We do this in order to reduce friction and increase group cohesion, but also to show our support for others who may feel less valued. One important step in this process is to recognize that in many situations there is a marked separation of power among diverse groups of individuals. Media often teaches us that anyone who is not like ourselves, in whatever manner (race, religion, etc.) is to be feared and disliked. This is unfortunate because if we get to know others, we will find an immense vault of similarities. Whether or not the similarities are self-evident, we must seek ways to show support for others who experience injustices. In so doing, we begin to construct a shared sense of reality that drives us to move forward together in a greater trust and shared vision.

15 FACTORS

EMOTIONAL INTELLIGENCE

9

Emotional Intelligence measures your wholistic outlook and sense of inner strength, especially as it relates to how you perceive and handle emotions. Not correlated to overall intelligence, emotional intelligence depicts the level at which we recognize emotions within and around ourselves, and how we adapt our reactions to create the best situation possible. Higher aptitudes in emotional health, a learned outcome, have proven to positively impact mental health and overall wellness. When you are able to recognize and control your emotions, you are more prepared to face the challenges presented by DEIA topics.

FAMILY'S INFLUENCE

10

Family's Influence means the extent to which you believe family members have, currently are, or will, offer helpful support in your cross-cultural efforts. Our families played, play, and will always play a role in how we see the world, especially regarding how we see others of various backgrounds, lifestyles, thoughts, religions, preferences, etc. This factor also measures your expected quantity and quality of communication with family. You may expect more or less than your family members provide or what you think is needed. Finally, this factor represents family members' consistency and stability to offer assistance you may require adjusting to new surroundings, social groups, belief systems, etc.

UNCONSCIOUS BIAS

11

Unconscious Bias speaks to revealing unrealized focused attention on favored individual or group identifiers. We all lean toward certain things (favorite ice cream flavors, favorite movies and music, etc.). But more important is our often-unrealized preference toward individuals based on overt or covert identifiers. We may choose to collaborate professionally with someone who looks a certain way, or someone who shares our political affiliations. It is normal and natural to gravitate to similarity, but in order to become less biased, we must introspectively examine our tendencies to favor certain individuals.

15 FACTORS

NAVIGATING UNCERTAINTY

12

Navigating Uncertainty identifies what you have learned about adapting from previous cross-cultural interactions. This factor measures your emotional preparedness to deal with uncertain or anxiety-provoking new procedures, people, and systems. The scale uncovers how good you feel about ambiguity in new surroundings and around diverse others, particularly from what you have learned from past experiences, as well as how energetic you may feel about future new context, surroundings, and individuals. How you expect to overcome uncertainty, especially based on any previous positive or negative experiences, plays a big role in your ability to manage uncertainty.

BELONGING

13

Belonging is all about your ability to work effectively in complex and matrixed environments with people from diverse backgrounds so that everyone can enjoy a sense of place. Our scores in this area relate to our proven aptitudes in self-motivation and leading others toward a more inclusive environment. It is natural to want to develop and guard a tribe, but we must seek to find ways to both subtly and publicly reduce exclusion and increase inclusion so that everyone experiences a true sense of belonging. It is up to each of us to create this universal sense, whatever our context (workplace, school, government, etc.), and each of us can play a pivotal role in making at least one person feel as if they belong. From simple to large decisions, our desire to reduce exclusion and increase belonging can do nothing but good things for our overall mission as an organization.

RESILIENCE & GRIT

14

Resilience & Grit are perseverance and determination to press on. This factor measures your elasticity to stick things out when they seem overwhelming and where a clear solution or ending is not apparent. Your ability to overcome fatalism when circumstances might otherwise block completion of a purpose is considered applying resilience. If someone hurts your feelings, or if you get upset at what someone does to you, are you more likely to sulk and hold a grudge, or get back into the game and keep the lines of communication open, engaging in productive dialogue?

TALKING THROUGH DIVERSITY

15

Talking Through Diversity measures your level of motivation to converse effectively, and to meet people outside your own social groups, including strangers. The concept includes the value you place on new friendships and the efforts you make to be social and feel comfortable in the process of meeting and developing relationships with diverse others.