

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 our level of equitable treatment of others adjusts when we exhibit a greater sense of trust toward them.

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 your level of comfort with all dimensions of diversity, while making special efforts to ensure everyone within your sphere of influence is and feels included. Also, are you likely to insert yourself into new social circles?

RISK & FEAR IN CHANGE

3

Risk & Fear In Change assesses how you handle change. This factor indicates your readiness to risk trying new things, 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 cost-benefits of perceived risks of being in new or unfamiliar surroundings amidst people not like yourself.

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. Are you willing to expand or update your way of thinking, judgments, or behavior due to another's needs?

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 your organization. Possibly the quality and quantity of communication and action around diversity, equity, and inclusion. Are you supported in your uniqueness? Do you see certain groups treated well or marginalized?

NEURODIVERSITY & ADAPTABILITY

7

Neurodiversity & Adaptability measures how willing and adept you are at changing behaviors and language to support more healthy and diverse interactions across various thought processes. Are you willing to adapt your mannerisms and appearance in order to increase your likelihood of relationship development? Are you sensitive to the various ways individuals communicate and work so that you can make adjustments to support their needs and success.

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. Seeking commonalities can encourage us to advocate for one another.

TRANSCENDENT ENGAGEMENT

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Transcendent Engagement measures your wholistic outlook and sense of “inner strength”. Have you discovered helpful spiritual or other external resources to support your personal growth in how you engage across diversity. Indicators include how you experience meaning and purpose during tough times, internal harmony between conflicting thoughts and actions, and how a strong internal view might help you maintain composure during otherwise difficult diverse interactions.

FAMILY'S INFLUENCE

10

Family's Influence means the extent to which family and other early-life influencers impact our thoughts and behaviors regarding diversity today. Impacting how we see others of various backgrounds, lifestyles, thoughts, religions, and preferences, this factor represents family members' consistency and stability to offer assistance you may require adjusting to new surroundings, social groups, and belief systems.

UNCONSCIOUS BIAS

11

Unconscious Bias speaks to revealing unrealized focused attention on favored individual or group identifiers. People tend to lean toward familiarity because it is comfortable. It is normal and natural to gravitate to similarity, but in order to become less biased, we must introspectively examine our tendencies to favor some at the expense of others. 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.

NAVIGATING UNCERTAINTY

12

Navigating Uncertainty identifies what you have learned about adapting from previous diverse 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, and if you are energized by the prospect of repeating those experiences.

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BELONGING

13

Belonging is about your ability to work effectively in complex environments with people from diverse backgrounds in a way that ensures everyone can enjoy a sense of place. Our scores in this area relate to our proven self-motivation aptitudes in leading others toward a more inclusive environment. Our desire to both subtly and publicly reduce exclusion and increase inclusion so that everyone experiences a true sense of belonging.

RESILIENCE & GRIT

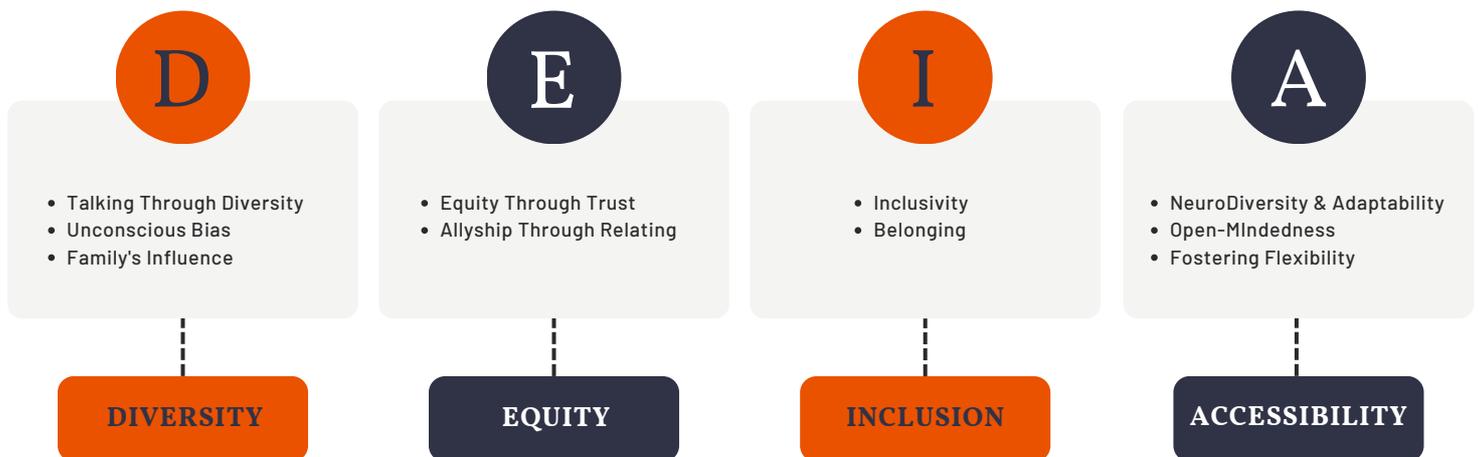
14

Resilience & Grit considers the 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

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Talking Through Diversity measures your level of motivation to meet and get to know 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.



Additional Factors: Sensing Supportive Systems; Navigating Uncertainty; Risk & Fear in Change; Resilience & Grit; Transcendent Engagement