

## Self-Assessment: Diversity Parameters

What follows is a self-assessment against the 4 sets of parameters of Diversity we have just explored. In this reflection you are invited to describe yourself against all elements of the 4 Types of Diversity, using your own words. And then, spend some time in honest consideration of the implications of each description. Both how the element might support you (as a Mentor) or how it might hinder you (as a Mentor).

This awareness raising exercise is designed to provide you with a ‘strengths and weaknesses’ profile in relation to how you might deal with different diversity scenarios, which could arise as a result of differences between yourself and your Mentee. Awareness is the first step. Only when we are fully truthfully aware can steps be taken to neutralise any potential clashes, judgments, or unhelpful positions for the relationship.

It is recommended that you complete the first column for all questions, and when happy with that response then move onto considering how the element of diversity supports and how it either does or may hinder you. This will be seen through the eyes of others who may not be like you in this element.

**NOTE:** If any of the elements are not relevant EG. Promotability – when you run your own business

### Example:

Element	Own Description	Supportive Aspects	Hindering Aspects
<b># Internal Diversity</b>			
Age – Demographics and Aging	Late baby boomer. Now in mid-60's and still working full time.	Long experience and stability. Wisdom from years of experience in a wide range of roles. Have seen it all – calm and not easily flustered. Grounded.	Younger people may think I am past it, that I do not understand today's complexities. People think I should be retired already and not taking a younger person's job.

Element	Own Description	Supportive Aspects	Hindering Aspects
<b># Internal Diversity</b>			
Race – Biologically expressed characteristics			
Ethnicity – Cultural Expression and Identification			

Age – Demographics and Aging			
National Origin – Country of Birth			
Sexual Orientation – drawn to romantically and sexually			
Cultural Identity – Belong to which Culture or Ethnic Group			
Assigned Gender – DNA / Reproductive Organs at Birth			
Gender Identity – who you are			
Physical Ability			
Mental Ability			
<b># External Identity</b>			
Personal Interests – key ones (likes AND dislikes )			
Education – Level of education, where studied			
Appearance – describe as if looking from outside self.			
Citizenship – which country or countries (include residencies)			
Religion/Faith – Or not			

Location – where you usually reside			
Familial Status – position in the family			
Relationship Status – current			
Socio-Economic Status			
Life Experiences – that have moulded who you are today			
<b># Organisational Identity</b>			
Job Function – Title and role description			
Place of Work – where you spend most of the time			
Management Status – where in the hierarchy			
Employment Status – for how long?			
Pay Type – describe all elements of compensation			
Tenure – length of service in role, organisation, sector			
Union Affiliation – member or not. Participation ?			
Rank Status – Blue or White collar			
Competence – Level and areas of expertise			

Promotability – Talent or not			
<b>#4 Worldview Diversity</b>			
Political Beliefs / Affiliations			
Moral Compass – ethical framework			
Outlook on Life			
Epistemology – Knowledge its nature and how gained			