

Survey Questions

Competencies Survey

- 1 -> I often discuss issues related to inclusion at work, even if it makes me uncomfortable.
- 2 -> If I hear a comment that is demeaning to someone else I will usually speak up to address it.
- 3 -> I'm more likely to address conflicts on our team than pretend they aren't there.
- 4 -> If we continue to use the same criteria of the past to evaluate people today, we risk being biased against other races, cultures and genders.
- 5 -> Ignoring cultural differences is detrimental to the workplace.
- 6 -> People from different cultures experience working at our company differently than I do.
- 7 -> My decisions are better when I seek input from people with different backgrounds and perspectives.
- 8 -> I am intrigued by the life experiences and customs of others and how that may impact them in the workplace.
- 9 -> I admit my mistakes to my co-workers and encourage others to do so too, so that we all learn from them.
- 10 -> I ask others to help me identify potential bias in my thinking.
- 11 -> I have reflected on who my "go-to" colleagues are and whether that reveals a preference for people similar to myself.
- 12 -> We are all biased and need to hold each other accountable for the subtle ways we show preferences for certain kinds of people.
- 13 -> Our company's career development processes can advantage some groups and disadvantage others.
- 14 -> If we wish to make our company fair for people of all backgrounds, we will need to actively change our approach.
- 15 -> The promotion rates of different groups should be monitored to identify potential bias.
- 16 -> It is important for me to build relationships with colleagues who are very different from me even if I struggle to connect.
- 17 -> It is important to consider how you phrase something when communicating with someone from a different background.
- 18 -> I think we should challenge long-held ideas to create a more inclusive workplace.
- 19 -> My colleagues would say I am an ally to those who are under-represented at my company.
- 20 -> I speak up on behalf of others, especially when they aren't in the room, when the discussion about them reflects stereotypes more than objectivity.
- 21 -> I introduce people from under-represented groups to influential people in my network.
- 22 -> Working with people who are different from me feels like "walking on thin ice" most of the time.
- 23 -> When working with people from different cultures, I stay within "safe" areas of discussion but avoid any topics that could be sensitive.
- 24 -> I prefer not to engage with coworkers that behave very differently to me.
- 25 -> If a new colleague can not speak the native language fluently, I find it a bit irritating.
- 26 -> People from certain cultures just seem to have less effective communication styles.
- 27 -> I don't believe I should have to consider cultural differences in behaviour; we all just need to behave as the company expects.
- 28 -> If we're running out of time in a meeting, I'd rather share my idea than learn about someone else's.
- 29 -> When employees keep quiet most of the time during work, I am more likely to just leave them alone than to ask if there is something more going on.
- 30 -> In my experience people from different backgrounds are more likely to be over-sensitive than to have genuine concerns.
- 31 -> It doesn't matter if someone is white, black, or gay. But, if all the best candidates are white men, that's who we should hire.
- 32 -> If I don't discriminate against others, that means I am not biased.
- 33 -> I trust my ability to know good talent when I see it.
- 34 -> The people who become leaders in our organisation should fit the style of our current leaders.
- 35 -> A person's culture, race or gender can influence their natural ability to lead.
- 36 -> The people who advance in this company are those with the most talent and a willingness to work hard.
- 37 -> Trying to make connections in the workplace with employees who are very different from me seems a bit pointless.
- 38 -> It is unreasonable to expect me to adapt to a changing workplace culture in order to make it more inclusive for people in another group.
- 39 -> When things already work well I see no reason to seek new ways of thinking or behaving.
- 40 -> I am not really interested in getting involved with an employee group if I don't match the description (e.g., a man getting involved in a women's network).
- 41 -> There is nothing I, personally, can do differently to increase diversity in the workplace.
- 42 -> It's not my job to "invite" employees who are different from me to make contributions; they're adults and will get involved if they want to.