Your Openness to Change

Select the response that best describes what you would do in each situation.

1. In my daily life I:

   _____ a. Look for new ways of doing things.

   _____ b. Like things the way they are.

2. If my friends were opposed to a change:

   _____ a. It would not affect my changing.

   _____ b. I would resist the change, too.

3. In my work situation I:

   _____ a. Do things differently.

   _____ b. Do things the same way.

4. If I had the opportunity to learn to use new computer software to help me in school or at work, I would:

   _____ a. Take time to learn to use it on my own.

   _____ b. Wait until required to use it.

5. I like to know about a change:

   _____ a. Anytime. Short notice is OK with me.

   _____ b. Well in advance, to have time to plan for it.

6. When a work change is required, I:

   _____ a. Change as quickly as management wants.

   _____ b. Want to move slowly to implement change.

7. When leading others, I:

   _____ a. Use the style appropriate for their capability.

   _____ b. Use my distinct leadership style.

   The more *a* answers you selected, the more open to change you are. The *b* answers show resistance to change. If you tend to be resistant to change, and want to have a successful career, you may want to change your attitude and behavior. You can begin by looking for different ways to do things more productively. Look at your routine for getting ready for school or work. Could you make any changes to save time?

Personality and Organizational Change and Culture

Let's determine how your personality relates to your ability to change and the type of culture you may prefer.
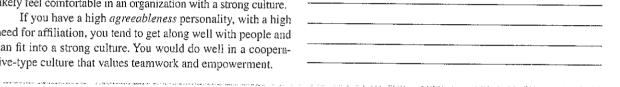
On the Big Five personality traits, if you are *open to new experiences,* you are willing to change and will do well in an adaptive-type culture. If you are closed to new experiences, you will tend to do well in a bureaucratic-type culture that changes slowly.

If you score high on *conscientiousness,* with a high need for achievement, you may tend to be a conformist and will most likely feel comfortable in an organization with a strong culture.

If you have a high *agreeableness* personality, with a high need for affiliation, you tend to get along well with people and can fit into a strong culture. You would do well in a cooperative-type culture that values teamwork and empowerment.

If you have *surgency* traits, with a high need for power, you like to dominate and may not fit into a strong culture that does not reflect the values you have. You would tend to do well in a competitive-type culture that values individualism and high power.

Action plan: Would you like to work in an organization with a weak or a strong culture? What type of cultural values interest you?

_____

_____

_____

_____

Attitudes about Women and Minorities Advancing

Be honest in this self-assessment, as your assessment will not be accurate if you aren't. Also, you should not be asked to share your score with others.

Answer the 10 questions below twice: once related to women and the other related to minorities. Place the number 1, 2, 3, 4, or 5 on the line before each statement for women and at the end of the statement for minorities.

Agree				Disagree
5	4	3	2	1

Women   **Minorities**

_____ 1. Women/Minorities lack motivation to get ahead.   1. _____

_____ 2. Women/Minorities lack the education necessary to get ahead.   2. _____

_____ 3. Women/Minorities working has caused rising unemployment among white men   3. _____

_____ 4. Women/Minorities are not strong enough or emotionally stable enough to succeed in high-pressure jobs.   4. _____

_____ 5. Women/Minorities have a lower commitment to work than white men.   5. _____

_____ 6. Women/Minorities are too emotional to be effective managers.   6. _____

_____ 7. Women/Minorities who are managers have difficulty in situations calling for quick and precise decisions.   7. _____

_____ 8. Women/Minorities have a higher turnover rate than white men.   8. _____

_____ 9. Women/Minorities are out of work more often than white men.   9. _____

_____ 10. Women/Minorities have less interest in advancing than white men.   10. _____

_____ Total   Total _____

Women—To determine your attitude score toward women, add up the total of your 10 answers on the lines before each statement and place it on the total line and on the following continuum.

Positive attitude   10 --------- 20 --------- 30 --------- 40 --------- 50   Negative attitude

Minorities—To determine your attitude score toward minorities, add up the total of your 10 answers on the lines after each statement and place it on the total line and on the following continuum.

Positive attitude   10 --------- 20 --------- 30 --------- 40 --------- 50   Negative attitude

Each statement is a negative attitude about women and minorities at work. However, research has shown all of these statements to be false; they are considered myths. Such statements stereotype women and minorities unfairly and prevent them from getting jobs and advancing in organizations through gaining salary increases and promotions. Thus, part of managing diversity and diversity training is to help overcome these negative attitudes to provide equal opportunities for *all*.

Personality and Diversity

If you are *open to new experiences,* you are probably interested in learning about people who are different from you.

If you have a high *agreeableness* personality, with a high need for affiliation, you tend to get along well with diverse people. You most likely do not judge peoples' behavior negatively simply because it is different. But you may need to be assertive so that you are not taken advantage of.

If you scored high in *conscientiousness,* with a high need for achievement, you may tend to be a conformist and will most likely adjust to diverse situations.

If you have a high *surgency* personality, with a high need for power, you like to dominate and may not want to accept diversity. You may need to remember, as the conscientious may too, that your ways are not always correct and are not always the best ways of doing things.

Action plan: Based on your personality, what specific things can you do to improve your ability to value and manage diversity? If you are well adjusted, you are better at dealing with a diversity of people.

_____

_____

_____

_____

_____

_____