

## Recommendations for Development

What do you value about diversity in your organization? Are there aspects about others that make you feel uncomfortable?

Are you comfortable with the training levels of your co-workers? Is there quite a difference between your training and theirs that creates distance or misunderstanding?

How do others in your organization show appreciation for one another? What do you need from them to make you feel appreciated?

Are there cultural/ethnic differences in the way people express liking for you? What resource could assist you in better understanding these differences?

How often are you initiating discussion or showing appreciation for others?

Reverse gap: How can you gain greater appreciation for others at work? Are you too shy around others?

### To Do:

Identify 1-2 people in your organization who you believe are well liked. Describe how others show their liking. What social mannerisms do these well-liked individuals typically display? Why do you think they are well-liked?

If some of your co-workers have a higher level of training than you do, list 1-2 areas that you could learn more about to narrow this gap:

- 1.
- 2.

Describe the manner in which people conduct themselves. List 3 things you appreciate about the general conduct and 1 area you'd like to see changed.

Focus on one individual in your organization. Make a commitment to pay more attention to them during the next 2 weeks. What changes did you notice? Were there positive gains made in your interactions?

