

Diversity quotient ; personality insights

Business



DIVERSITY QUOTIENT; PERSONALITY INSIGHTS Exercise 2. 2 Determining your Diversity Quotient All organizations should always ensure that there is peace amongst everyone by practicing diversity. Management in all institutions must have different strategies of ensuring that there is promotion of favorable conditions that ensure practice of diversity. This type of peace created ensures that everyone works in a conducive environment that is democratic, sustainable and peaceful. It might seem extremely difficult to determine the diversity quotient, but on practicing a number of given methods it becomes really simple.

There are abundant ways of ensuring that diversity quotient remains at the highest level. Some of these methods include making sure that people in any organization have a close way of relating during all matters. It is important to keep in mind that diversity is multi-dimensional and so there exists many forms used to determine it. For this reason, various methods should be used to ensure that the quotients acquired are of great accuracy.

While analyzing diversity in organizations, existing statistical data regarding turn over could be useful. In the course of analyzing the data, it is possible to zero in on all specific causes of diversity which are addressed every time they are uncovered. In an organization, feedback can be obtained from turnover statistics by ensuring that commonly asked questions have available answers. These questions include data about the gender, ethnicity, and racial breakdown of all turnover percentages. This kind of question can assist in determining the reasons as to why different employees leave the organization and how to retain diverse employees and different organizational associates.

Exercise 3. 1 Personality Insights

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Personality can be attributed to an individual's perspective which can be used to describe their self. For this reason it really difficult to come across people with similar personalities. No matter how similar personalities might appear, there is always a certain way of differentiating them hence gaining differences. Personality insights is about recognizing and responding to different personality types. Understanding ones personality styles has a lot of benefits which might include increased productivity, reduction of stress, personal development, Improvement in team building, unlocking leadership potential and success in relationships.

It is essential that all people understand their personalities since a lack of understanding one's self and probably others may lead into certain problems. These problems could be tension, hurt feelings, unmet expectations, and poor communication among people in the society. The problems become even more complicated if the specific individual does not fully understand the happenings in the inner self.

Personality insights can have people divided into two large groups that are due to different observations. These groups divide people showing that some are more tasks oriented than others, while the rest are more people oriented. The other group involves people who are more outgoing than the rest while the others are more reserved. Unless an individual understands their personal insights they will always fall under the wrong group of people leading to various problems. This is the reason everyone should be aware of their personal quotient, which refers to the ability of understanding oneself and also the other people to ensure that there is effective communication and teamwork. It is important to understand that achieving success has to involve both intelligence quotient and the personal quotient. According to <https://assignbuster.com/diversity-quotient-personality-insights/>

statistics, the personal insights contribute to about eighty five percent of a person's success, whereas the intelligence quotient accounts for about fifteen percent only.

Reference

Rohm, R. (2000). Personality Insights. New York: I Publishers.