

Accommodation- being flexible and creative when addressing issues across among di...

[Business](#), [Management](#)



Personal strengths and weaknesses identification

Openness to Difference—willing to learn about other cultures and lifestyles My openness to variation is exceptionally high. This is because, as an individual, I have always been open to learning new ideas on cultural diversity as this enables me address all concerns related to diversity.

Equitable Opportunity—making decisions based on merit and talent only. I would rate this competency as moderate because I have only been able to utilize this competency a few times. However, I believe that there should be equitable opportunities based on qualification in terms of education, talent, experience, and job achievements. I, therefore, believe that I possess the necessary knowledge required to advance my skills in this competency.

I would rank myself high in this competency. Having schooled and worked with people of different regions and races, creativity and flexibility are matters that I have learned to take at whatever time and place. Through my career, I have gained knowledge on how to meet the needs of all individuals involved in the operations of an organization. Accommodation in terms of beliefs, values, religion, and other aspects is essential for all organizations.

Dignity and Respect- being open in communication and valuing all opinions and contributions

My dignity and respect for all people is significantly high. Dignity and respect promote one's level of professionalism (French 486). I respect opinions and ideas of all people bearing in mind that people are different. Dignity and respect also facilitate communication within an organization, which implies cooperation among organizational members.

Commitment to diversity- participating in programs to learn about and promote diversity

My commitment to diversity is moderate because I have not taken part in any programs or development of policies on diversity. However, I believe that given the opportunity, I can participate in the programs as I believe they are important.

Knowledge diversity- engaging in positive behaviors that demonstrate an understanding of cultural differences
My knowledge - engaging in positive behaviors that demonstrate an understanding of cultural differences
I would rate myself as exceptionally knowledgeable in issues of diversity. Through learning and working experience, I have knowledge of cultural variety that exists in the workplace.

Change management- being a change agent for positive approaches to valuing diversity

My skills in change management are essentially high. I have been and will continue being an agent for positive approaches to valuing diversity. This has enabled me understand and describe why change in diversity is essential for the well-being of the entire organization.

This self-assessment in relation to the seven core competencies has enabled me realize my strengths and weaknesses. Additionally, it has allowed me establish positive skills and abilities and areas of improvement. Generally, these competencies have assisted me in working in a diverse workplace. A clear comprehension of the core competencies is essential in understanding my ability in management in order to guarantee a workplace without conflicts. This will promote positive results for personnel and employees. The

areas why I think I need to improve on is on accommodation and commitment to diversity. This will guarantee positive results in my management functions.

Works Cited

TWI management Consulting Firm (2011)

French, Ray. Organizational Behaviour. Hoboken, N. J: Wiley, 2011. Print.