Resource #1

BRINGING YOUR WHOLE SELF TO THE TEAM

In order to create extraordinary teams, members need to build a culture that invites all too bring their totality to work: to bring not only skills, but full commitment, presence, and gifts. When this happens, members feel joy, passion, and a desire to contribute. Highly effective teams elicit the best in employees, inspiring them to be fully present and commit to sharing their talents, courage, and skills in the workplace.

Checking the appropriate column below will help you identify the aspects of yourself that you bring to the team and those that you leave out.

	100%	Very Much	Moderate	Little	0%
My Enthusiasm					
My Intellect					
My Creativity					
My Ability to Change Others					
My Full Presence					
My Commitment					
My Skills					
My Personality					
My Cultural/Ethnic Perspective					
My Humor					
My Honesty					
My Empathy					
My Inclusion of Others					
My Vulnerability (Fear, Concerns)					
My Interests					
My Gratitude					
My Core Needs					
My Opinions					

Adapted from Emotional Intelligence for Managing Diversity for Teams. Gardenswartz, Rowe, Cheborsque. 2008

Resource #2

DIVERSITY AND EMOTIONS ON YOUR TEAM

Directions: Consider each of the dimensions of diversity and select 3 to 5 dimensions around which you sense the most powerful emotional reactions. Then note the feeling elicited (e.g. frustration, anger, excitement, anxiety) and the impact of each on the team (e.g. withholding input, volunteering for projects).

Dimension of Diversity	Emotional Reactions	Impact on the Team
Personality		
Style and Characteristics	(e.g. isolation)	(e.g. loss of input, commitment)
Internal Dimensions		
Age/generation		
Gender		
Physical/mental ability		
Ethnicity		
Race		
External Dimensions		
Geographic location		
Income		
Person habits		
Recreational habits		
Religion		
Educational background		
Work experience		
Appearance		
Parental status		
Marital status		
Organizational Dimensions		
Functional level/classification		
Work content/field		
Division/Department/unit/group		
Seniority		
Work location		
Union affiliation		
Management status		

Adapted from Emotional Intelligence for Managing Diversity for Teams. Gardenswartz, Rowe, Cheborsque. 2008