

# FOUR CIRCLES OF DIVERSITY



Personality: we are typically born with these characteristics

Internal Dimensions: what people notice about us, many are visible, things we have little or no control over

External Dimensions: virtually invisible to others, we tend to have more control over these

Organizational Dimensions: can make a difference in how we see the world and how we act on a daily basis

**\*Internal Dimensions and External Dimensions are adapted from *Workforce America***

References

Gardenswartz, L., & Rowe, A. (2003). *Diverse teams at work: Capitalizing on the power of diversity*. Society for Human Resource Management.

Loden, M., & Rosener, J. B. (1991). *Workforce America! Managing employee diversity as a vital resource*. Business One Irwin.