Valuing Differences

Learning Objectives

• Contribute their unique styles, abilities, and motivations to ensure the success of their group and organization.
• Show respect for the unique qualities that make others different.
• Work more collaboratively and productively with people who have a variety of styles, abilities, and motivations.
• Draw upon everyone’s differences to achieve better results.

Course Description

Everyone looks at things in a unique way. Today, the companies with the greatest competitive advantage are those that can make the most of their people’s diverse abilities. This course gives people effective tools for appreciating others’ unique perspectives, understanding people’s inherent differences, and collaborating in a mutually beneficial way.

Key Principles

- Maintain or enhance self-esteem.
- Listen and respond with empathy.
- Ask for help and encourage involvement.
- Share thoughts, feelings, and rationale. (to build trust)
- Provide support without removing responsibility. (to build ownership)

The Value of Differences

Learn About Yourself
- Identify your SAMs.
- Learn how your SAMs can influence what you value in others.

Explore Differences
- Learn more about your teammates’ SAMs and share your SAMs with them.
- Discover how these differences can contribute to success.

Nurture Differences
- Learn to use Key Principles to unlock the power of differences.

Stop, Start, Continue
- Identify what you want to stop, start, and continue to do to value differences in the workplace.

SAMs Profile

Styles

- Approach to People
  1. Intuiting
  2. Feeling
- Approach to Tools
  3. Thinking
  4. Judging
- Approach to Thinking
  5. Analyzing
  6. Synchronizing

Abilities

- Self-confidence
- Self-control
- Analytical thinking
- Understanding
- Logical thinking
- Creative thinking
- Empathy
- Learning
- Responsibility
- Social interaction

Motivations

- Compatibility
- Continuous learning
- Independence
- Leadership
- Order
- Beginnings
- Stability

Resources (for learner)

- SAMs Profile
- Involvement and Support: Meeting the Challenge
- Stop, Start, Continue
- Tips and Techniques for Valuing Differences
- Learning Lab

Resources (for managers of learners)

- Learning Lab Coaching Guide

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