

"Is this company right for me?" Survey

Section 1: The Diversity Matchmaker

Section 2, Below: Is This Company Right For Me Survey Worksheet

The Diversity Matchmaker

Selecting and Being Selected by the Best and the Brightest

By David P Tulin – © 2000

There have been two significant shifts in the American business climate over the past three years. One is the "sellers market" shortage of top talent that has created fierce competition between companies for the best and the brightest. The other is the rejection by leading corporations of the discredited model of cloning and assimilation of over prized employees, who neatly fit in with the organization's culture, and excluded or force fit them to conform. As an MBA student or graduate planning your next career move, be aware that while a company will interview you for hiring consideration, you are probably in the powerful position of interviewing the company to determine whether you will select it as the organization that can best harness your unique experiences, perspectives, talents and energy for its strategic success.

The role of diversity is an increasingly crucial part of this career match. In the same way that a corporation's success can now rise or fall because of its diversity policies and practices, so too will your career thrive, stagnate or fall depending upon the level of your own diversity understanding and competency. Diversity healthy companies (which understandably dominate Fortune magazine's list of "Best Companies To Work For") value, welcome and utilize the diversity of employee and customer backgrounds, lifestyles, work styles and interests. They have a keen interest in not only doing the "right thing" but also the necessary "business thing" to prevent cloning and group think, and to stimulate cutting-edge innovation, entrepreneurship, workplace synergy and enthusiasm, marketing intuition and "out of the box" strategic thinking. Top companies understand that their ability to leverage diversity is an important key to achieving a strategic competitive advantage in their field by being recognized as both the "Employer of Choice, and the "Provider of Choice."

Smart leaders of successful companies know that talented business school graduates prefer to work in organizations that challenge, respect and reward them for what they know and not who they know, and respect and value the merit of

multiple perspectives. This means that those employers are looking for talented and high-performing candidates who reflect obvious and less obvious diverse backgrounds (such as religion, race, gender, age, breadth of work experience, sexual orientation, work styles, physical abilities, ethnic backgrounds, non-work interests, skill sets and personalities) and have the skills to work in teams with colleagues of widely diverse backgrounds and approaches. In these companies it is not the white, black, Latino, Asian, straight, gay, male or female employee who is undervalued, obsolete or unwanted-but rather the candidate who is either unwilling or incapable of working effectively with employees and customers who reflect the rich diversity of today's workforce and the domestic and global marketplace.

Assuming you are that talented, diversity-competent and committed candidate, consider using the following survey to help you choose a top organization that reflects your aspirations, is hungry for learning and accomplishment, and is open to your creative ideas and ambitious goals.

Rate the responses either by a recruiter, employees (preferably a diverse sample), an organizational manager or, if you have visited or observed the site, yourself.

One parting piece of advice to remember during your recruiting process and as you interact with diverse colleagues and clients throughout your career:

"First seek to understand. Only then, seek to be understood." Good luck!

© 2000 David Tulin is president of Tulin DiversiTeam Associates, a business consulting group specializing in workplace diversity, sexual harassment prevention, emotional intelligence skills and strategic change.

SURVEY: "Is This Company Right For Me?"

A Candidate's Organizational Diversity Assessment Instrument
by David P. Tulin © 2000

Print a copy of this page and circle each response.

1. People here are encouraged to take risks and be creative without fear of reprisal.

disagree 1 2 3 4 5 agree

2. Mentoring and coaching are available to all employees who want to improve their skills.

disagree 1 2 3 4 5 agree

3. Everyone here, including women and "minority" employees, are treated as respected and valued colleagues and resources.

disagree 1 2 3 4 5 agree

4. This company considers diversity an important key to its business success.

disagree 1 2 3 4 5 agree

5. Employees of all backgrounds work well together here.

disagree 1 2 3 4 5 agree

6. If individuals gossip or back stab at work, most employees intervene or refuse to participate.

disagree 1 2 3 4 5 agree

7. The company makes a significant effort to welcome newcomers and have them feel part of the team.

disagree 1 2 3 4 5 agree

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8. Racial or sexual put-downs or jokes are rarely heard at work.

disagree 1 2 3 4 5 agree

9. Employees are encouraged to give honest feedback to their managers and supervisors.

disagree 1 2 3 4 5 agree

10. Employees' talents and skills are effectively utilized here.

disagree 1 2 3 4 5 agree

11. Opportunities for advancement and recognition here are based solely on merit.

disagree 1 2 3 4 5 agree

12. Managers and supervisors are skilled in how to communicate and work with employees and clients from backgrounds different than their own.

disagree 1 2 3 4 5 agree

13. If harassing and discriminating behaviors occur, supervisors deal with them in a timely and effective manner.

disagree 1 2 3 4 5 agree

14. People here are rewarded and promoted because of what they contribute, not who they know.

disagree 1 2 3 4 5 agree

15. If a friend of mine was looking for a positive job experience, I would enthusiastically recommend joining this company.

disagree 1 2 3 4 5 agree

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16. Employees are encouraged to plan their own career development.

disagree 1 2 3 4 5 agree

17. Coaching and mentoring are readily available to employees who want it.

disagree 1 2 3 4 5 agree

18. Fair and respectful treatment is consistently modeled by this company's leaders and managers.

disagree 1 2 3 4 5 agree

19. Employee training is provided in how to communicate and work with colleagues and customers who are from diverse backgrounds.

disagree 1 2 3 4 5 agree

20. One of the best things about working here is the team climate that supports high morale, fairness, trust, creativity and productivity.

disagree 1 2 3 4 5 agree

21. Regardless of what job a person does or what background they are from, their ideas are listened to and taken seriously.

disagree 1 2 3 4 5 agree

22. People enjoy coming to work here.

disagree 1 2 3 4 5 agree

23. Cliques and gossiping are not a problem here.

disagree 1 2 3 4 5 agree

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24. There are numerous opportunities to learn about and develop new skills.

disagree 1 2 3 4 5 agree

25. There is a lot of openness and trust in this organization.

disagree 1 2 3 4 5 agree

26. It is rare in this organization to hear humor that puts down or embarrasses people who are "different."

disagree 1 2 3 4 5 agree

27. This company respects the need of employees to balance their personal life with their work life.

disagree 1 2 3 4 5 agree

28. Managers and supervisors give regular and honest feedback to employees.,

disagree 1 2 3 4 5 agree

29. People are quite open and proud about their commitment to diversity.

agree 1 2 3 4 5 agree

30. People here are interested in the ideas of others who have different backgrounds, experiences, perspectives, and respect their opinions even if they disagree with them.

disagree 1 2 3 4 5 agree

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Scoring Guide

Add the total score of your responses and divide by 30.

0-2: Forget it. The company is not healthy, nor right for you.

2.1-3.1: Be careful. It's high-risk, and an invitation to frustration.

3.2-3.9: Compare this organization carefully with other possible offers. There might be some pioneering you'll have to do, and this could either be a valuable experience or a diversion from your fast track/job fulfillment goals.

4 and higher: Grab it. They're on the cutting edge and you should be there too.

