



ON COMMON GROUNDS

Participant Guide



**West Virginia Department of Transportation
Division of Highways
Human Resources Division
Training & Development Section
FY 2016**

Overview

It is common for organizations to address their diversity issues in a legalistic and policy-driven way: Employees are introduced to harassment and antidiscrimination policies. Although these activities may be recommended for legal reasons, they are unlikely to significantly improve diversity relations. A list of detailed policies in an employee manual probably will not make your employees help each other reach their fullest potential.

In this workshop, you will be introduced to a less controversial approach to working with people that may be different than yourself.

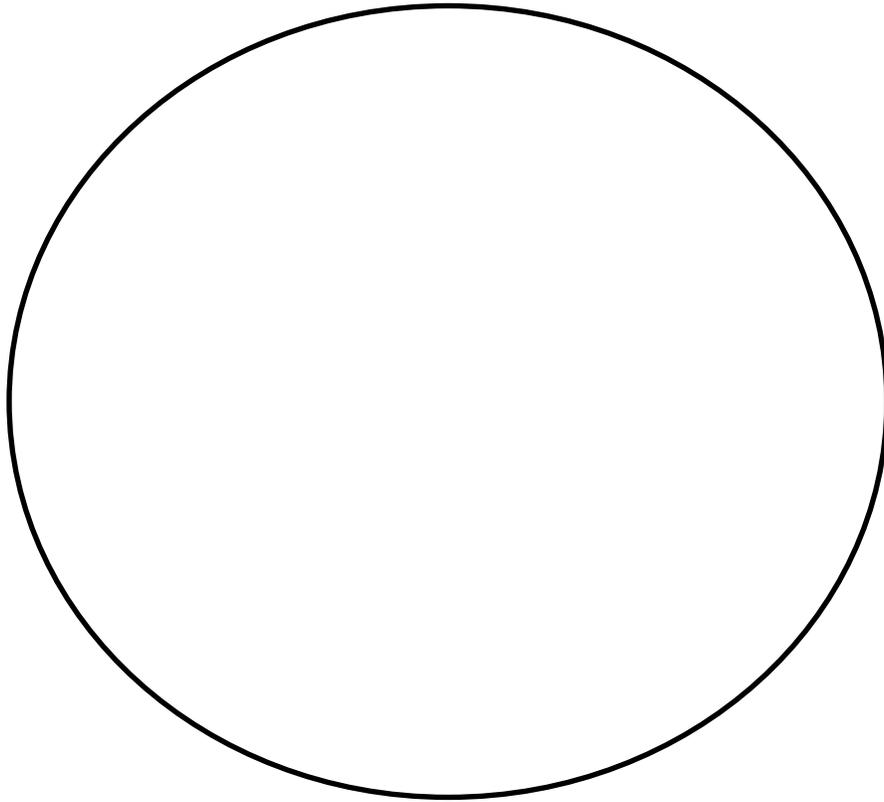
Goals

This workshop is designed to help you to find common ground with your co-workers and/or new acquaintances in the following ways:

- To define what conversity[®] is and what it is not
- To recognize commonalities we share with others and focus less on differences
- To explain the importance of communication with personal and professional issues
- To recommend behavioral tools for fostering a more cohesive workplace

United States

Using the circle below, create a pie chart  with the percentages which you think make up the ethnic population of the United States.



White

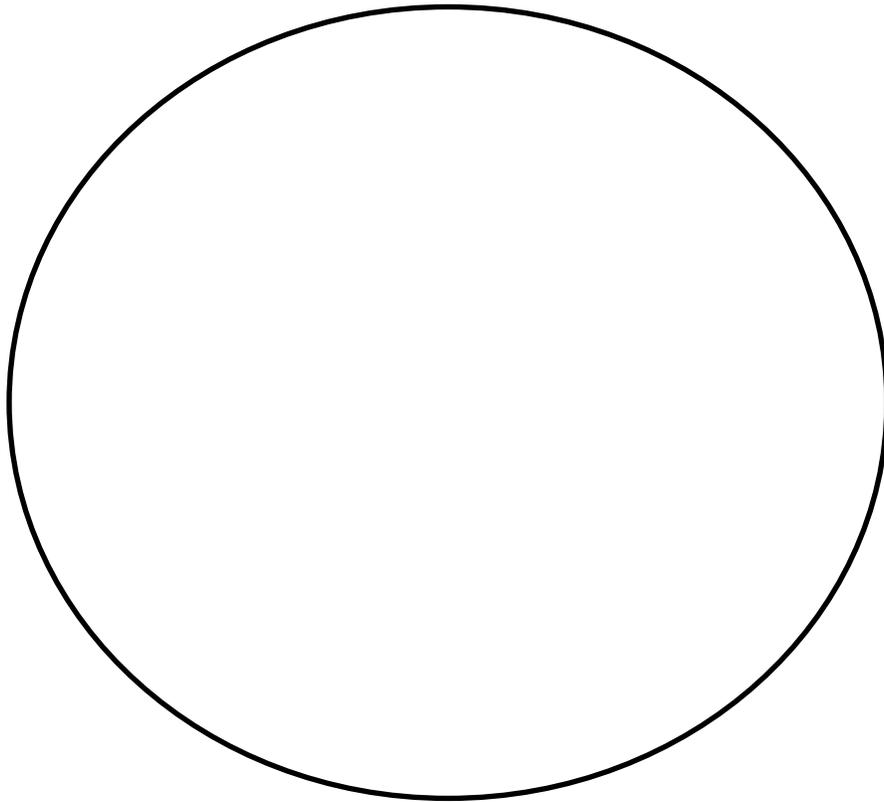
Black

Hispanic/Latino

Other

West Virginia

Using the circle below, create a pie chart  with the percentages which you think make up the ethnic population of the State of West Virginia..



White

Black

Hispanic/Latino

Other

Ethnocentrism Scale

This is the Revised Ethnocentrism Scale. Of the 22 items, 15 are scored. The other seven are included to balance the number of positively and negatively worded items. You can expect an alpha reliability estimate in the range of .80 and .90 in most cases. For validity information on this scale see: Neuliep, J. W. (2002). Assessing the Reliability and Validity of the Generalized Ethnocentrism Scale, *Journal of Intercultural Communication Research*, 31, 201-215.

Below are items that relate to the cultures of different parts of the world. Work quickly and record your first reaction to each item. There are no right or wrong answers. Please indicate the degree to which you agree or disagree with each item using the following five-point scale:

Strongly Disagree ①	Disagree ②	Neutral ③	Agree ④	Strongly Agree ⑤
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- ____ 1. Most other cultures are backward compared to my culture.
- ____ 2. My culture should be the role model for other cultures.
- ____ 3. People from other cultures act strange when they come to my culture.
- ____ 4. Lifestyles in other cultures are just as valid as those in my culture.
- ____ 5. Other cultures should try to be more like my culture.
- ____ 6. I am not interested in the values and customs of other cultures.
- ____ 7. People in my culture could learn a lot from people in other cultures.
- ____ 8. Most people from other cultures just don't know what's good for them.
- ____ 9. I respect the values and customs of other cultures.
- ____ 10. Other cultures are smart to look up to our culture.
- ____ 11. Most people would be happier if they lived like people in my culture.

- ____12. I have many friends from different cultures.
- ____13. People in my culture have just about the best lifestyles of anywhere.
- ____14. Lifestyles in other cultures are not as valid as those in my culture.
- ____15. I am very interested in the values and customs of other cultures.
- ____16. I apply my values when judging people who are different.
- ____17. I see people who are similar to me as virtuous.
- ____18. I do not cooperate with people who are different.
- ____19. Most people in my culture just don't know what is good for them.
- ____20. I do not trust people who are different.
- ____21. I dislike interacting with people from different cultures.
- ____22. I have little respect for the values and customs of other cultures.

Neuliep, J. W., & McCroskey, J. C. (1997). The development of a U. S. and generalized ethnocentrism scale. *Communication Research Reports, 14*, 385-398.

Cultural Adjustment

Directions: Write your full name in the first box below. Then, listen for the instructor's directions for the remaining boxes.

Communication Competence

Dos

Respect others' opinions.

Acknowledge cultural/ generational differences.

Be open to learning about other ideas.

Be willing to give others the benefit of the doubt in a dispute.

Seek first to understand others' points of view; then to be understood.

DON'Ts

Don't stereotype.

Don't judge others by your own standards.

Don't assume your way is the only way.

Don't talk down to anyone, but rather communicate effectively.

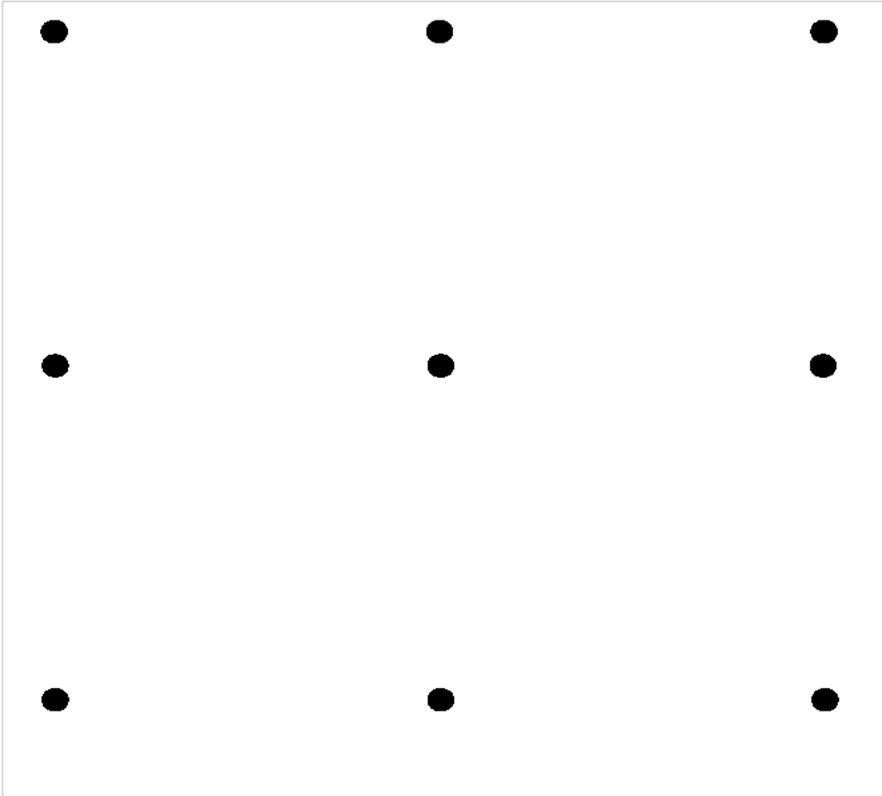
Three In Common

- 1) Break into the appropriate groups
- 2) Find 3 things each of the group members has in common
 - a. NOT typical things like age, sex, hair color, eye color, work, etc.
 - b. Think of UNUSUAL things!

- 3) One person from each group tells the larger group as a whole

Connect the Dots

Directions: Connect ALL of the dots with four straight lines. Do NOT lift your pencil off the paper. Do NOT retrace any line. Lines may cross and/or go outside of the square, if necessary.





Either Or

List of Questions:

1. Brown eyes or other color?
2. Originally from the country or the city?
3. Prefer talking on phone or text messaging?
4. Cash or debit card?
5. Pencil or pen?
6. Democrat, Republican, or Independent?
7. The North or the South?
8. California or Florida?
9. Hotdogs or Hamburgers?
10. American Car or Foreign Car?