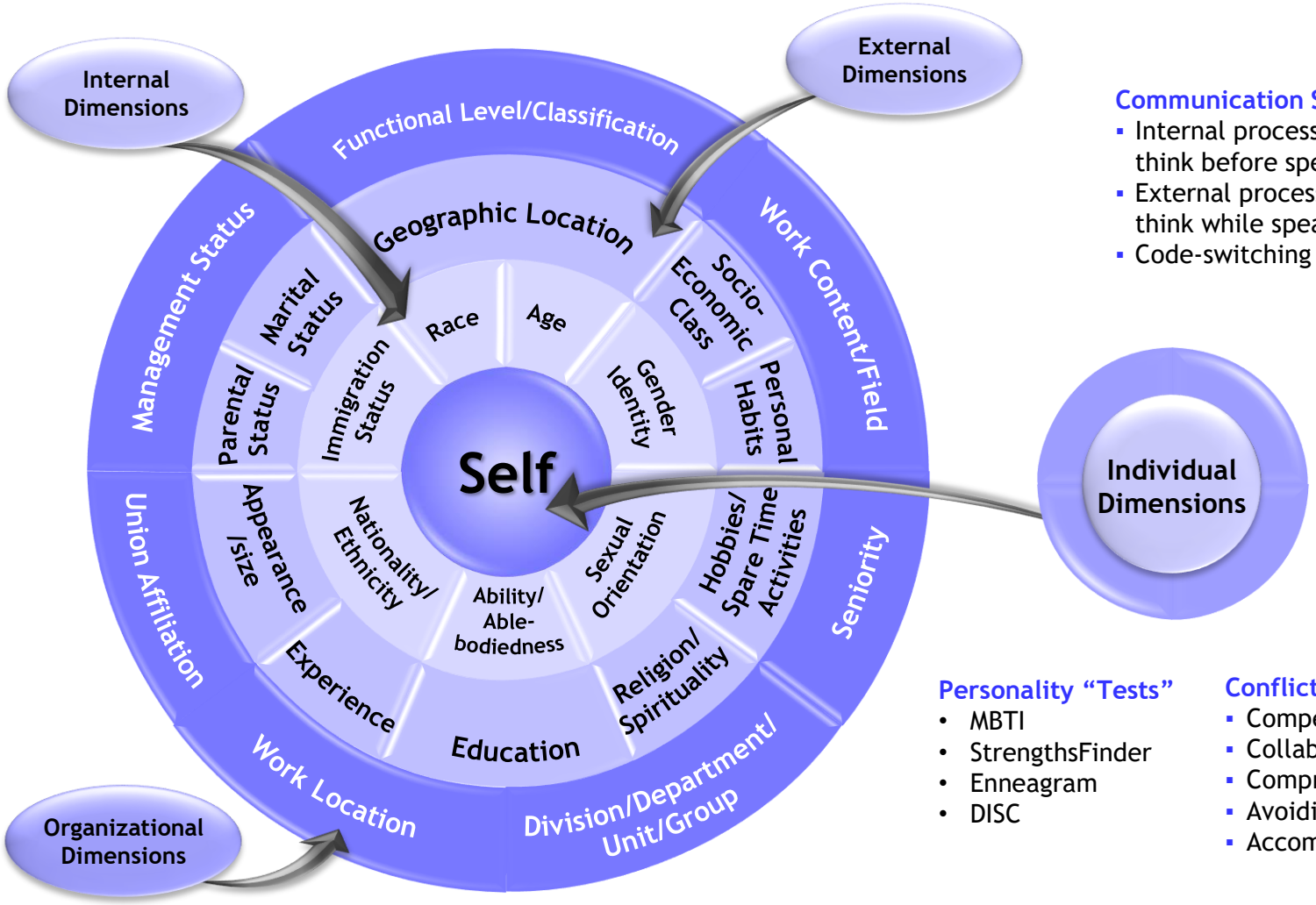
The Four Layers of Diversity



Communication Styles

- Internal processor (i.e., think before speaking?)
- External processor (i.e., think while speaking?)
- Code-switching

Personality "Tests"

- MBTI
- StrengthsFinder
- Enneagram
- DISC

Conflict-handling Mode

- Competing
- Collaborating
- Compromising
- Avoiding
- Accommodating

Adapted from Marilyn Loden and Julie Rosener, "Workforce America!" (Business One Irwin, 1991).