Culture and Diversity

June 2013

Self-Assessment Questions and Answers

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SELF-ASSESSMENT QUESTIONS AND ANSWERS

This self-assessment has been designed to allow you to test the understanding and knowledge that you have gained from attending the Fasset 2013 Culture and Diversity Seminar. It comprises 15 multiple-choice questions and should take you about 35 minutes to complete. Note that in some instances multiple answers may be correct.

1) Managing culture and diversity is about:
   a) Crisis & conflict management
   b) Creating an organisational environment that is inclusive and harmonious
   c) Improving performance in individuals and organisations
   d) All of the above

2) Types of diversity that organisations need to manage are:
   a) Race
   b) Language
   c) Culture
   d) All of the above

3) Which of the following are reasons why organisations engage in managing culture and diversity:
   a) To make employees feel inferior
   b) To become more flexible and to adapt to the changing environment
   c) To ensure fairness and inclusivity for all employees and stakeholders
   d) An organisation does not need to manage culture and diversity

4) Which of the following statements best describes diversity management:
   a) An analysis of the differences and similarities of the employees of the business
   b) Identification and removal of blockages within the organisation
   c) Improving the effectiveness of organisations & teams
   d) All of the above

5) Diversity is made up of three levels of identity – they are:
   a) Personal, social and organisational
   b) Social, practical and family
   c) Personal, interpersonal and intrapersonal
   d) Organisational, customer and stakeholder
6) Which of the following are important to maintain during cross cultural communication:
   a) Slow down
   b) Separate questions
   c) Avoid negative questions
   d) All of the above

7) What is the correct term for "pictures in our heads" about other people?
   a) Discrimination
   b) Prejudice
   c) Stereotype
   d) None of the above

8) Which if the following are examples of prejudice?
   a) Racism
   b) Sexism
   c) Ageism
   d) All of the above

9) Organisational culture is made up of which of the following elements?
   a) Observed behavioural regularities
   b) Norms
   c) Dominant values
   d) Philosophy
   e) Rules
   f) Climate
   g) All of the above

10) When assessing your own organisation’s culture, which of the following should not be considered?
    a) Dominant characteristics
    b) Organisational Leadership
    c) Organisational glue
    d) Organisational "grapevine"
11) Secondary dimensions of diversity include:
   a) Work
   b) Education
   c) Income
   d) All of the above

12) “Abusive, discriminatory, or exploitative behaviour towards people who have less power because of their lower rank in a particular hierarchy” describes which concept below?
   a) Sexual harassment
   b) Rankism
   c) Ageism
   d) Powerism

13) Which of the following terms illustrates sexist language?
   a) Chairperson
   b) Manpower
   c) Secretary
   d) None of the above

14) When putting together a diversity management strategy, you should:
   a) Involve all stakeholders
   b) Analyse the similarities and differences
   c) Remain flexible
   d) Penetrate the organisational culture
   e) All of the above

15) Is hugging and kissing someone as a form of greeting a type of sexual harassment?
   a) Yes
   b) No

16) Which of the following should not be the role of the diversity champion?
   a) Facilitator
   b) Project Manager
   c) Educator
   d) Clown
17) Which if the following is not a form of disability?
   a) Physical
   b) Mental
   c) Visual
   d) Dress sense

18) The primary purpose of the Employment Equity Act is to:
   a) Eliminate unfair discrimination
   b) Ensure whites don’t get jobs
   c) Protect the poor
   d) None of the above

19) If an employer had more than how many employees, is it required to submit a report in
    the implementation of its Employment Equity Plan?
   a) 25
   b) 125
   c) 50
   d) 150

20) The four types of generations that you will find in the workplace are:
   a) Matures, Baby-boomers, X-ers and Millenials
   b) Dead wood, oldies, Gen-X and youth
   c) Matures, Retireds, Ex’s and under 30’s
   d) Nexters, Matures, X-ers and teens
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