

# COMP METRICA Diversity Approach Test



The **Diversity Approach Test** is a multiple-choice questionnaire that assesses how easy it is for a person to interact with those who prefer different methods and different work-related values. The test uses a self-testing format to measure the participant's degree of openness to different cultural themes. Based on a conceptual approach, the test was standardized based on groups of professionals and managers of different backgrounds and cultures.

## Description

- The test is divided into two parts. The first part assesses how easy it is for a person to interact with those who prefer different work-related values. The second part evaluates personal preferences with regard to certain work-related values.
- The results describe the candidates' preferences in relation to seven (7) major cultural themes.
- This test has one hundred (100) questions.
- This test is not designed to assess abilities or competencies with regard to diversity.

## Targeted Clientele

This test is for individuals who want to reflect on their approach to diversity, or for any organization undertaking a process of organizational or team development with regard to diversity.

## Qualification Level

### Level B:

- Be responsible for the assessment process of candidates in your organization (e.g., employed by the Human Resource Department or hold a senior management position).
- Work for a consulting firm specializing, among other things, in personnel assessment.

## Conditions

### Duration

- Approximately thirty (30) minutes.

### Correction Time

- Paper-Pencil Administration: Two (2) business days
- Web Administration: Instant report

### Available languages

- English
- French



Candidate: John Smith
Date: April 1, 2011

## EVALUATION REPORT

### Introduction

The Diversity Approach Test (TAFAD) evaluates your approach to diversity with regard to seven major cultural themes.

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### Summary of Results

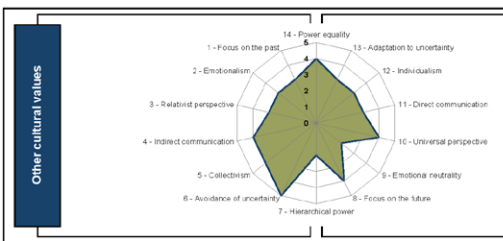
These test results describe your preferences for each of the seven major cultural themes. Each major theme contains two extremes, providing a total of 14 possible results. For the purpose of interpretation, please note that a score of < 1 > means you have difficulty interacting with people who privilege that approach. Conversely, a score of < 5 > indicates that you are at ease working with people with that type of value.

a daily basis. Evaluating one's personal approach to team or organizational development. The results of major cultural themes. There are two extremes for each theme are presented below and described in detail in

ess them with your manager, or with someone else you ssional development.

ard to diversity.

emes Extremes



Degree of Openness	
1	<b>Focus on the past:</b> When people place a great deal of importance on customs, traditional values and the past.
2	<b>Emotionalism:</b> When people spontaneously share their thoughts and emotions and favour animated discussions and physical contact.
3	<b>Relativist perspective:</b> When people think that rules should vary based on the people involved and/or circumstances.
4	<b>Indirect communication:</b> When people favour modesty, tact and diplomacy, without criticism of others.
5	<b>Collectivism:</b> When people believe that communities are responsible for their members, and loyalty to the group should be unconditional.
6	<b>Avoidance of uncertainty:</b> When people avoid uncertainty, prefer following established guidelines and tend to believe in fate.
7	<b>Hierarchical power:</b> When people place value on the status associated with seniority or social or hierarchical rank.
8	<b>Focus on the future:</b> When people place importance on opportunities and risk taking on traditions and the past.
9	<b>Emotional neutrality:</b> When people are self-controlled and emotional reserve distance from one another.
10	<b>Universal perspective:</b> When there are universal rules that apply regardless of circumstances.
11	<b>Direct communication:</b> When frank communication, including criticism, is valued.
12	<b>Individualism:</b> When people are responsible for satisfying their own needs and rely on a group to provide for them.
13	<b>Adaptation to uncertainty:</b> When people are in control of their destiny and think they are in control of their environment.
14	<b>Power equality:</b> When people value their skills and achievements, status.

**Legend**  
 Very open to this value      Moderately open to this value      Minimally open

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### Detailed Results

#### Perception of Time

Focus on the past      0      Focus on the future

5 4 3 2 1 0 1 2 3 4 5

The striped rectangle indicates your **level of tolerance** of people with this value. Your personal preferences aside, this rectangle indicates how willing you are to work with people who focus more on the future (right) or on the past (left).

The blue rectangle indicates your **personal preference** in relation to this value. The further to the right it is, the more you prefer working in environments that predominantly focus on the future. The further to the left it is, the more you prefer working in environments with a focus on the past.

Focus on the past		Focus on the future	
<p>The level of ease for you to interact with people who share these indicators.</p> <p>Traditionalist focus      Synchronicity</p>	<p>The level of ease for you to interact with people who share these indicators.</p> <p>Opportunistic focus      Sequentiality</p>		
<p><b>Traditionalist focus</b>      It is neither easy nor difficult for you to interact with people who share this approach.</p> <p>People with a traditionalist focus place a great deal of importance on traditional values and the past.</p>	<p><b>Opportunistic focus</b>      It is neither easy nor difficult for you to interact with people who share this approach.</p> <p>People with an opportunistic focus place greater importance on opportunities and future possibilities than on traditions and the past.</p>		
<p><b>Synchronicity</b>      It is neither easy nor difficult for you to interact with people who share this approach.</p> <p>People who do several things at the same time and who do not finish what they start when other personal or professional priorities arise.</p>	<p><b>Sequentiality</b>      It is easy for you to interact with people who share this approach.</p> <p>People who perceive each project as separate and who do not believe that all activities (personal and professional) are interconnected and interdependent.</p>		

