SKILL – Respecting Diversity: Able to adapt behavior to others’ styles; able to interact with people who are difficult, or have different values, cultures, or backgrounds; able to optimize the benefits of having a diverse workforce.

*INTERPRETIVE GUIDES*

Does the candidate’s behavior demonstrate respect for others’ values while working toward mutual objectives? Did the candidate try to learn from the diverse approaches and use the differences to maximize success?

* *Adaptability of behaviors*
  + Describe a series of interactions you had in which you adapted your behavior around the other people’s styles.
  + What is your approach to understanding the perspectives of colleagues from different backgrounds?
  + Describe your understanding of diversity and inclusion and how it is related to this position.
* *Difficult interactions*
  + How would you handle a situation where a colleague was being culturally insensitive, sexist, racist, or homophobic?
  + UWL values engagement of all people and embraces the innumerable perspectives involved in creating a safe campus climate. How would you advocate for this value in a situation where stakeholder voices were being excluded?
  + If you were hired, how would you help develop a sense of belonging for (staff, students, community members/ stakeholders) from diverse communities to this university? What do you expect the challenges would be? What do you expect the benefits would be?
* *Optimizing benefits of diversity in the workplace*
  + Diversity can bring with it a barrage of perspectives on various aspects of work. Describe something you’ve done to optimize the benefits of having a diverse group of colleagues.
  + How have you committed yourself to understanding and helping in the pursuit of equity and inclusion in your professional or personal life?
  + If you were hired, how would you work to increase or enhance DEI at UW-La Crosse?
  + Give us a specific example of how you created a work environment where differences are valued, encouraged, and supported. What did you do? What was the outcome(s)?
  + Tell me about a time when you advocated for diversity and inclusion in the workplace.
  + Can you tell us of a time when you changed a process or procedure to make your department or organization more inclusive?
  + If you were hired, how would you help develop a sense of belonging for (staff, students, community members/ stakeholders) from diverse communities to this university? What do you expect the challenges would be? What do you expect the benefits would be?