

Respecting Differences

Harness the power of cognitive diversity.

When team members struggle to appreciate differing work styles, disagreements can turn into unproductive conflict, alternative perspectives feel like stumbling blocks and projects stagnate. When teams collaborate successfully, they use their unique perspectives to address problems, understand the complete picture of any challenge they face and achieve better results.

Through our Respecting Differences workshop, your team members will learn to recognize differences as sources of strength, understand how to manage conflict and effectively utilize cognitive diversity to their benefit.

Workshop Results

Studies from Columbia, MIT and other universities have demonstrated that diversity leads to more ideas, less overconfidence and better outcomes. After the program, your teams will be better equipped to appreciate varying styles and approaches as well as:



Recognize that differences can be a source of strength



Observe alternative approaches and perspectives with curiosity rather than judgment



Appreciate, adapt to and utilize teammates' differences to drive success



Who should attend this Power of WE™ workshop?

Intact teams that may be:

- Experiencing interpersonal conflict
- Struggling to build positive working relationships
- Unaware of how to see differences as a benefit
- Interested in utilizing diversity effectively and supporting inclusion

What is the workshop agenda?

Topics covered include:

- Noticing and valuing differences
- Approaching a meeting to meet the needs of all Emergenetics Attributes
- Appreciating symbiotic relationships
- Reframing differences in a positive light
- Building an action plan



What activities are involved?

Our dynamic and interactive workshops encourage experiential learning to maximize retention through:

- Warm Up Activity: Describe themselves to uncover similarities and differences
- Attributes Attend a Meeting: Notice variances and identify possible misinterpretations of the actions of each Emergenetics Attribute
- Dot Graph Reflection: Reflect on individual alignment or divergence with their overall Group Emergenetics Profile
- Symbiotic Relationship Partner Reflection: Identify synergies within their team
- Reframing Differences: Consider how differences strengthen their team

Facilitator Materials

- Workshop Slides
- Facilitator Manual and Activity Handouts

Participant Resources

- Digital or printed participant guide
- Pre- and Post-workshop eLearning
- Individual Roadmap with Action Steps



Contact us today to learn how you can build more collaborative teams.