The Four Layers of Diversity

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

- **Communication Styles**
  - Think before speaking?
  - Think while speaking?
  - Comfortable with interruptions?

- **MBTI Type**
  - Extroversion/Introversion
  - Sensing/Intuition
  - Thinking/Feeling
  - Judging/Perceiving

- **Conflict-handling Mode**
  - Competing
  - Collaborating
  - Compromising
  - Avoiding
  - Accommodating