

The Loudest Duck – Moving Beyond Diversity While Embracing Differences

By Laura Liswood

- 1. What is the “Noah’s Ark Problem”, and how does it relate to true diversity?**

- 2. Look up the definition of meritocracy in the dictionary.**

- 3. When will the benefit of a true meritocracy emerge?**

- 4. What is the main action that people need to realize will create a diverse environment?**

- 5. Look up the dictionary definition of diversity. Write it below.**

- 6. True diversity requires that we tackle subtle and unique categories head on. Name some of the distinct types that extend beyond the traditionally defined distinctions such as age, race, gender, national origin, and religion:**

- 7. Take notes about the twelve areas of possible diversities the author covers that are remarkable or surprising to you.**

- 8. Are diversities a finite or infinite set of characteristics?**

- 9. What are your thoughts on how you would react or process the 1st “Litmus Test” of the example provided on page 17 regarding the employee who is joining the US Army National Guard?**

- 10. Why is confirmation bias also known as implicit theory?**

- 11. Diversity itself is only the first step on the journey. What must happen within the organization to garner the true benefit of hiring for difference?**

- 12. What are the seven objections to diversity, and why is it a difficult task for many to embrace diversity? Make sure to understand how each of these is defined.**

- 13. Explain the Elephant and The Mouse theory and identify the two groups within an organization this theory is describing.**

- 14. What mice traits are similar to those that are considered part of women's intuition?**

- 15. How do the strengths of The Elephant (dominant) and The Mouse (non-dominant) work together to create the best leaders for diverse groups were not everyone is experiencing the same thing?**

- 16. Briefly describe the theory of "Grandma".**

- 17. Will the building blocks of a diverse workforce actually change cultures?**

- 18. List 5 major ways unconscious thinking and preconceived ideas originate:**

- 19. What are some ways the Manager is responsible for achieving the true benefits of diversity?**

20. What are some ways the Employee is responsible for achieving the true benefits of diversity?

21. What are your thoughts about the Litmus Test on Page 78 regarding the Japanese woman who tells her manager of her ambitions?

22. What is the “Like” to “Not Like” phenomenon?

23. What is the difference between positive and negative allusion and how does it affect critical feedback?

24. Name the 5 mentoring pitfalls and their meaning:

25. What do indirect speakers focus on when they communicate?

26. What do direct speakers focus on when they communicate?

27. What are the terrible too's?

28. What tools can you use as a manager for an even playing field for dominant and non-dominant groups?

29. What tools can you use as an employee to ensure you are being heard or someone from a non-dominant group is being heard?
