

Excellence in Business Comm., 10e (Thill)

Chapter 3 Communicating in a World of Diversity

1) "All the characteristics and experiences that define each of us as individuals" is the definition of

- A) ethnicity.
- B) diversity.
- C) culture.
- D) pluralism.
- E) none of the above.

Answer: B

Explanation: B) Although the concept is often framed in terms of ethnic background, a broader and more useful definition of diversity includes "all the characteristics and experiences that define each of us as individuals." Culture is a shared system of symbols, beliefs, attitudes, values, expectations, and norms for behavior. Ethnicity (or ethnic group) is a group of people whose members identify with each other, through a common heritage, often consisting of a common language, a common culture (often including a shared religion), and/or an ideology that stresses common ancestry. Pluralism is a condition in which numerous distinct ethnic, religious, or cultural groups are present and tolerated in a society. It also includes the belief that such a condition is desirable or socially beneficial.

Diff: 1 Page Ref: 67

Skill: Concept

Objective: 1

AACSB: Communication Abilities, Multicultural and Diversity Understanding

Learning Outcome: Describe the opportunities and challenges of communicating in a diverse world.

2) Diversity in the workplace can be based on differences in

- A) ethnic heritage.
- B) religion.
- C) age.
- D) gender.
- E) all of the above.

Answer: E

Explanation: E) Diversity includes differences in everything from age and gender to religion and ethnic heritage to geography and military experience. Merck pharmaceutical company identifies 19 different dimensions of diversity, including race, age, military experience, parental status, marital status, and thinking style. All the other answers are just one facet for a group to be diverse.

Diff: 2 Page Ref: 67

Skill: Critical Thinking

Objective: 1

AACSB: Communication Abilities, Multicultural and Diversity Understanding

Learning Outcome: Describe the opportunities and challenges of communicating in a diverse world.

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Answer Key

Xiaolong Qi



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