AWARENESS 4CHANGE

Co-funded by the Erasmus+ Programme of the European Union

Module 3

Quiz

Q1: Which characteristics are described by diversity?

a. Disability
b. Gender
c. Language
d. Age

Q2: What is the benefit of diversity management?

a. Increasing the success of the company
b. Retain staff
c. Minimise costs
d. Increase productivity and product diversity

Q3: What is „Job Carving"?

a. Job carving is the targeted internal search for individual jobs and their combination into a new job profile suitable for a person with a disability.
b. Job Carving is the provision of a personal assistant who, based on his or her skills, precisely meets the needs of an employee with a disability.
c. Job Carving is a diversity project that aims at the targeted placement of carvers.

Q4: Creating an inclusive workplace: How can visual barriers be solved?

a. Make rooms more beautiful (create a relaxed atmosphere)
b. Place door handles at a height of less than 1 meter
c. Signage/handrails with braille
d. Light signals are installed to indicate obstacles

Q5: How can the professional participation of hearing impaired people be best supported?

a. Speech contributions must be delivered at a high volume and with clear articulation.
b. Speech contributions must be translated into sign language
c. Speech contributions must be written down so that they can be read and/or transmitted directly to hearing-assisting aids (hearing aid, hearing implant or headphones) via radio technology.
d. All colleagues should be instructed in sign language

Q6: What should be considered in order to communicate with colleagues/employees with disabilities in an appreciative way?

a. Show interest and inquire about the state of health
b. Focus on strengths
c. Offer help
d. Before each new employee with a severe disability starts work, inform all colleagues comprehensively and point out possible difficulties.

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Q7: <u>What are unconscious biases?</u>

a. Due to an unconscious distortion, one leg is shorter than the other and the gait pattern is irregular.
b. Due to a distortion of perception, certain colours cannot be seen, but the person concerned is not aware of this.
c. Due to unconscious prejudices, a person attributes certain characteristics to a group of others.
d. Due to a person's unconscious ideas about the characteristics of a group, the person treats group members accordingly.

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