

Team Diversity

LEARNING TEAM A

CJA/444 Organizational Behavior and Management

### Team Diversity

The citizens of the United States have learned throughout the years within the educational system that we are a nation full of and founded by immigrants. One may safely conclude the United States is an incredibly culturally diverse country. When considering diversity it is important to understand that it exists in various types and depending on which category of diversity in question, each could be extremely critical in a situation. It is also important to consider diversity when dealing with a group of people working together because each person possesses individual skills and abilities, and each is different in many ways. We shall outline in this paper different types of diversity within our group and the effect on the function of our group. Although it may be too soon to determine if the diversity in our group will have a positive or negative effect on the team, we have identified various existing types of diversity. Also we shall explore the four most critical types of diversity affecting our team including demographics, ethnicity, gender/age, and differences in skills and abilities. By exploring the differences most critical to our team function, we can determine how these differences affect the way our group functions both positively and negatively.

### **Introducing Learning Team A**

A considerable amount of diversity exists among the members of learning team A. Learning team A consists of four females and two males. Some are homeowners, some landlords, and others are renters. Members stem from middle class to low income. Professions among team members include military, law enforcement, marketing, sales, and one in an executive position. Learning team A's demographics include mainly the suburbs and urban area living. Such diversity will pose a positive effect on the team by allowing different points of view toward team input. Each team member is successful in his or her own way, and each works toward even more success. Although various ethnicities and cultural backgrounds exist among

the team, each team member plays a vital role in completion of assignments. Regardless of the differences within the team, each member works hard to achieve individual goals while also working together toward achieving a common team goal.

### **Demographics**

Geographical differences are an obvious variable among our team. Two members live in large cities, one member lives in the country, and one member lives in the suburbs. Such diversity can only influence the team in a positive manner. A wide range of geographical locations ensures a wide range of experiences brought to the team, which can generate ideas some of the other team members may not have thought about. The only negative consequence of such differences may be cultural.

A person raised in a city will not have the same standards and values as a person from the country. Extreme differences exist between the two. Still, exposure to new experiences and new ideas also can be positive. Some of the more crucial aspects in the creation of this team will be the development of understanding, respect, and trust. A person must earn these character traits. If respect and trust exists among team members, the team will be stronger than any individual member. Lack of respect and trust causes even the best ideas to bear no weight within the team. First impressions are positive for this team, and that is a good place to start.

### **Ethnicity**

Many companies recognize that diversity in the workplace contributes to the retention of good employees, lowering costs by developing in-house skills, and developing reputations that attract new employees. Working for a company that values diversity is important, and gives a good indication whether employers will value contributions, grant promotions, offer training to take on more responsibility, and pay accordingly (Corporate, 2010, p. 1). Such acceptance of