

## Working in a Diverse Culture

Diversity refers to the variety of differences between individuals. Diversity encompasses a wide range of issues including race, gender, ethnic group, age, personality, tenure, organizational function, education, and more.

Working with different generations can be challenging and different from what you are used to. Each generation and individual employee has something special to bring to the table. Here are some things to keep in mind to help you work more effectively with others.



- ✚ **Be Aware.** Generational and individual differences are real. Make an effort to gain an understanding and respect for differences among your co-workers.
- ✚ **Get to know your co-workers.** Consider what you will gain by knowing more about your co-workers. You will learn how to communicate and work with each individual person. Different people are motivated by different things. Learning about your co-workers and their unique preferences will help you be better at work.
- ✚ **Acknowledge your team members.** It is important to acknowledge your co-workers' successes. Identify appropriate ways to give them the credit they deserve for their hard work.

Our dedicated staff of consultants is available **24 hours everyday** to address your needs. Appointments can normally be scheduled within **two working days**. **After hours** and **weekend** sessions can be arranged, if needed. Crisis calls are always handled immediately. Services are **confidential** to the extent permitted by law.

To access these services, call First Sun EAP at **800-968-8143** or in Greater Columbia **803-376-2668**. For more information on this topic as well as the other services you receive from First Sun EAP, please see our website.