



## A RESEARCH SUMMARY

**Why Diversity Is Necessary For Innovation at the Workplace** (Vaze, 2020)

<http://bit.ly/3vHCJGO>

Malcolm Forbes famously defined diversity as *the art of thinking independently, together*.

Diversity unlocks the potential of people not when they agree, but when differences of opinion lead to better answers.

Organizations can lean on a three-pronged approach to promoting diversity:

1. Drafting strong policies to encourage multiplicity within ranks
2. Lessening bias potential from hiring to appraisal
3. Instituting training to help employees work in a diverse workplace

Organizations that take a stand on issues pertaining to diversity are seen in a positive light compared to their counterparts.

## **Maximizing the Gains and Minimizing the Pains of Diversity: A Policy Perspective**

(Galinsky, Todd, and Homan, 2017)

<http://bit.ly/2WIEllh>

“Organizational climates that value diversity increase information processing and exchange and thus produce better decisions. Similarly, when team members consider one another’s perspectives, diverse teams are more creative.”

*Fostering team creativity: Perspective taking as key to unlocking diversity’s potential:*  
Journal of Applied Psychology, 2012

## **Why Diverse Teams Are Smarter** (Rock and Grant, 2016)

<http://bit.ly/3904luG>

“In recent years, research has revealed a more nuanced benefit of diversity: non-homogeneous teams are simply smarter. Working with people different from you may challenge your brain to overcome stale ways of thinking. Let’s dig into why diverse teams are smarter. . .”

- They Focus More on Facts
  - People from diverse backgrounds can alter the behavior of a group’s majority in ways that lead to improved and more accurate thinking.
  - Diverse teams are more likely to reexamine facts and remain objective.
  - They may also encourage greater scrutiny of each member’s actions.
- They Process Those Facts More Carefully
  - Scientists think diverse teams may outperform homogeneous ones in decision making because they process information more carefully. Considering the perspective of an outsider may seem counterintuitive, but the payoff can be huge.
- They’re More Innovative
  - Hiring individuals who do not look, talk, or think like you can allow you to dodge the costly pitfalls of conformity, which discourages innovative thinking.