

# Mother Nature Has Spoken: Diversity & Strengths



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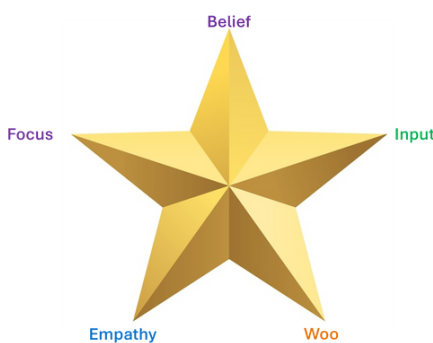
There's been a lot of talk about DEI and diversity and although I have been in HR most of my career, it is not my specialty. But, even if we don't have an expertise in it, shouldn't everyone consider it?

Diversity is about difference – thought, action and decision making. If there was no diversity, we would all be wearing the same clothing or driving the same car. We would have the same houses and eat similar food - in a basic sense.

Diversity provides us with a different perspective and drives us to make better decisions. Volvo was the first company to have the 3-pointed seat belt (and I believe the first to make it adjustable, but I haven't been able to find any data one way or the other!) I picture a group of professionals dressed in white lab coats, where they are of different heights; tall, short and anywhere in between. They are testing the seat belts to ensure that they work on ALL heights of people.

That's diversity – simple and not nearly as complex as the world that we live in. When decisions are made to benefit society, based on viewing a problem from multiple angles and creating solutions that serve all, we all win.

It's the same with us as individuals. Some of us are people who rally the troops. Others ponder about how to achieve something and still others are the ones who get it done. As individuals our talents or our strengths are intense.



The CliftonStrengths assessment which is part of the Gallup portfolio, highlights your Top 5 Strengths. I tend to think about them as a 5-pointed star, with each one being **sharp** and **powerful**.

When we bring them to whatever it is that we are doing – volunteering, working, being a parent, a friend – we give our best selves. Sometimes, others need something other than what we can effectively give. That's when we bring in our colleagues, our peers, our friends to provide what we cannot.

We are stars, but as a community we are a circle created of stars. We leverage our communities because there are differences which we are unable to fill. We lean on one another to find the best option.

Mother Nature created the world to be diverse and inclusive - let's follow her lead.

***and that's why I continue to be a Strengths based Coach and Facilitator***