

# Viewpoint Diversity Questionnaire

Section 1	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. People tell me I am a good listener.	1	2	3	4	5
2. I am good at "reading the room."	1	2	3	4	5
3. Sometimes I don't understand why others get offended.	5	4	3	2	1
4. I can usually understand others' viewpoints, even when I disagree.	1	2	3	4	5
5. When talking to people, I talk about their experiences more than my own.	1	2	3	4	5
<b>Total Score</b>					

**Total**

Section 2	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. When I have the facts on my side, I don't give in.	5	4	3	2	1
2. I enjoy learning, even if new information challenges my views.	1	2	3	4	5
3. People who disagree with me might have information I do not.	1	2	3	4	5
4. I have a strong sense of right and wrong.	5	4	3	2	1
5. I appreciate getting feedback on my performance, even when it is critical.	1	2	3	4	5
<b>Total Score</b>					

**Total**

Section 3	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. Even during disagreements, I can control my emotions.	1	2	3	4	5
2. I am easily offended during disagreements.	5	4	3	2	1
3. I have been told that I am opinionated or go too far to make my point.	5	4	3	2	1
4. If an issue doesn't impact me directly, I don't let it bother me.	1	2	3	4	5
5. I willingly admit when I'm wrong and apologize when appropriate.	1	2	3	4	5
<b>Total Score</b>					

**Total**

Section 4	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. In social settings, people enjoy being asked questions about themselves.	1	2	3	4	5
2. I listen first and speak second.	1	2	3	4	5
3. I can tell I'm going to disagree with someone by looking at them.	5	4	3	2	1
4. Manners and politeness are very important.	1	2	3	4	5
5. Proving I am right is more important than making someone feel good.	5	4	3	2	1
<b>Total Score</b>					

**Total**

Section 5	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. I socialize with people who have different political beliefs than mine.	1	2	3	4	5
2. I unfollow people on social media who post things I disagree with.	5	4	3	2	1
3. There are some opinions that should not be heard.	5	4	3	2	1
4. I enjoy traveling outside my community or country.	1	2	3	4	5
5. I get news and information from outlets that differ from my beliefs.	1	2	3	4	5
<b>Total Score</b>					

**Total**

This questionnaire is not a validated assessment instrument. It is intended for educational purposes only.

## Scoring

<b>Total score of all five sections _____</b>	
101 - 125	Your appreciation and practice of Viewpoint Diversity is strong. You relate well with those who hold different views. You are able to practice Emotional Intelligence and empathy, recognizing the value of relationships and mutual understanding, particularly with those who see things differently from you. You show signs of intellectual humility and a desire to understand those with whom you disagree. Winning an argument isn't as important as sustaining the relationships. Even when you disagree, you are able to control your emotions and behavior.
76 - 100	You have a fundamental appreciation for Viewpoint Diversity. You understand the importance of relationships and understanding others, even when you disagree. While you relate well to those with differing opinions, you may struggle at times to contain your emotions and desire to debate topics that are important to you.
51 - 75	You have the ability to get along with others in the workplace, with family and in your community. However, you may struggle at times to slow down and consider all sides before you respond. You may enjoy debating and have a desire to win over the other person. You may encounter relationship challenges with people who see things differently from you.
0 - 50	You may find yourself easily frustrated by conflicting opinions and prone to isolate yourself from people and information when you disagree. Winning an argument and convincing others that you are right might be more important than retaining the relationship. You may have opportunities to strengthen your Emotional Intelligence.

## Subsections

### **1. Empathy and awareness of others**

The ability to listen, pay close attention and “tune in” to the experience of others. A genuine interest in other people. High scores indicate the ability to set personal feelings, beliefs and experiences aside in order to fully understand those of others — especially when disagreements occur. Low scores suggest a greater focus on oneself, even if due to social anxiety. Low scorers may prioritize being heard over listening and understanding others.

### **2. Intellectual humility, curiosity, growth mindset**

A flexibility in views and opinions, with an understanding that new information may emerge in a way that changes one’s views. A recognition that learning means taking on new information and old views may need to be reconsidered or changed. High scores suggest a growth mindset, comfort with change and an interest in learning from others. Low scores suggest a fixed mindset and a reluctance to take in new information if it creates the discomfort of appearing wrong or imperfect.

### **3. Emotional regulation and behavioral self-management**

The ability to use your self-awareness and awareness of others (empathy) to control what you say and do. A keen awareness of emotional reactions, in the moment, and the ability prevent emotions from becoming destructive. High scores indicate higher emotional self-awareness and a prioritization of the relationship over winning the argument. When conflicts occur, high scorers will be able to step away from the argument — to put a little space between what is being said and how one chooses to respond — before the relationship is negatively impacted. Low scores suggest a tendency to let emotions control behaviors. Being right is prioritized. Admitting fault or apologizing may be difficult.

### **4. Communication skills**

The ability to engage others and build trust through listening and a genuine desire to understand other views. Helping others feel accepted even when there is a disagreement. High scores suggest solid interpersonal and listening skills. Lower scores indicate a tendency to argue or let disagreements lead to tension and relationship conflict.

### **5. Confirmation bias**

The degree to which we expose ourselves to new information, experiences and viewpoints. High scores indicate flexibility and growth mindset, a desire to see and learn new things even when our views are challenged. Lower scores suggest uneasiness for being out of one’s “comfort zone.” There may be a tendency to isolate oneself from alternative views. When confirmation bias occurs, one’s one views are repeatedly reinforced and are resistant to change since there is limited exposure to alternatives.