

# Inclusion Scale



## 5 APPRECIATION

You see these people's **differences as positives**, and consider them to possess traits you value. You enjoy and choose to be around them.

## 4 ACCEPTANCE

These people's differences don't really matter to you. You pay most attention to the ways in which they are the **same as you** and tend to ignore the ways in which they are different.

## 3 TOLERANCE

You don't feel completely comfortable with these people's differences. You believe they have a right to be treated respectfully, **but** if you had your choice, you would not have them as co-workers or customers.

## 2 AVOIDANCE

You clearly **feel uncomfortable** around people with these differences. You try to avoid them and do not want to work with them.

## 1 REPULSION

To you, these people are different in ways that are **not normal**. You believe they do not belong in your workplace. Working with them causes you a lot of discomfort.