



POST-TEST: DIVERSITY, STEREOTYPES, AND INTERCULTURAL READINESS

To be completed at the end of the training

Format:

- Part A: 10 closed-ended questions
- Part B: 2 open-ended reflection questions

Purpose:

- Measure knowledge and attitude development
- Capture personal learning and behavioral intentions

Note:

- Compare results with the pre-test to observe learning progress. It mirrors the pre-test in difficulty and themes, while checking learning progress, attitude shift, and reflection.
- Pay special attention to reflection answers – they show attitude change and sense of agency.

PART A – Closed-ended questions (10)

1. Intercultural readiness is best described as:

- A. Adjusting others to your culture
- B. Avoiding conflicts in diverse groups
- C. A combination of self-awareness, knowledge, openness, and action
- D. Knowing facts about other countries

2. Which statement about stereotypes is correct?

- A. They are usually based on facts
- B. They help us understand people faster
- C. They simplify reality and can lead to unfair judgments
- D. They disappear on their own over time

3. What language choice helps reduce generalization?

- A. “Everyone knows that...”
- B. “People from that country always...”
- C. “In my experience...”
- D. “They never behave like us...”

4. Which reaction best supports dialogue in a multicultural conflict?

- A. Defending your opinion at all costs
- B. Using “I” messages and asking open questions
- C. Staying silent to avoid tension
- D. Making jokes to lighten the situation

5. Diversity in education and work:

- A. Mainly creates problems
- B. Has no impact on learning or productivity
- C. Can support innovation and development when managed with empathy
- D. Works only in international organizations

6. Active listening means:

- A. Waiting for your turn to speak
- B. Agreeing with everything the other person says
- C. Listening without interrupting and trying to understand other person perspective
- D. Correcting the other person immediately

7. Which action best supports building intercultural readiness in everyday life?

- A. Being open, curious, and willing to learn from others
- B. Avoiding conversations about differences
- C. Relying on stereotypes to save time
- D. Expecting others to adapt without support

8. When someone feels “different” in a group, the most helpful response is:

- A. Ignoring the situation
- B. Expecting them to adapt quickly
- C. Showing empathy and offering support
- D. Treating them exactly the same without noticing differences

9. Cooperation in multicultural teams works best when people:

- A. Focus only on similarities
- B. Avoid discussing differences
- C. Compete to prove who is right
- D. Respect differences and work toward shared goals

10. One key responsibility of individuals in a diverse community is to:

- A. Shape a respectful and inclusive atmosphere
- B. Stay neutral and uninvolved
- C. React only when conflicts escalate
- D. Leave integration to leaders only



PART B – Open-ended reflection questions (2)

11. What is one stereotype or belief that you have questioned or changed during this training?

(Short written answer – 3–5 sentences)

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12. What is one concrete action you will take to support openness, empathy, or cooperation in your school, work, or community?

(Short written answer – 3–5 sentences)

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CORRECT ANSWERS - KEY

1. Correct answer: **C**
2. Correct answer: **C**
3. Correct answer: **C**
4. Correct answer: **B**
5. Correct answer: **C**
6. Correct answer: **C**
7. Correct answer: **A**
8. Correct answer: **C**
9. Correct answer: **D**
10. Correct answer: **A**



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