



## PRE-TEST: DIVERSITY AND STEREOTYPES

*To be completed at the beginning of the training*

**Format:** 10 closed-ended questions (single correct answer)

**Purpose:** Assess baseline knowledge, attitudes, and perceptions related to diversity, stereotypes, and intercultural readiness.

**Note:**

- The pre-test is diagnostic, not evaluative.
- Results can be used to adapt discussions, examples, and emphasis during the workshop.
- By doing the post-test, you can compare learning progress.

**1. What best describes cultural diversity?**

- A. Differences that make cooperation difficult
- B. The presence of people with different backgrounds, experiences, and identities
- C. Only differences related to nationality
- D. A temporary trend in education and work

**2. Which statement best describes a stereotype?**

- A. A fact confirmed by research
- B. A personal opinion based on experience
- C. A simplified and generalized belief about a group of people
- D. A cultural tradition

**3. Using words like “always” or “never” when talking about groups of people usually leads to:**

- A. Clear communication
- B. Strong arguments
- C. Fair judgments
- D. Unfair generalizations

**4. Which behavior supports effective communication in a multicultural group?**

- A. Speaking faster to save time
- B. Interrupting to clarify your point
- C. Listening actively and asking open questions
- D. Avoiding conversations about differences

**5. What is intercultural readiness mainly about?**

- A. Knowing many foreign languages
- B. Adapting others to your culture
- C. Combining self-awareness, knowledge, openness, and action
- D. Avoiding contact with people who are different

**6. Which statement about diversity in teams is true?**

- A. Diverse teams are always slower and less effective
- B. Diversity has no impact on creativity
- C. Diverse teams can be more innovative if trust and communication exist
- D. Only homogeneous teams work well

**7. What is the best first reaction when you hear a stereotype?**

- A. Repeat it if many people believe it
- B. Ignore it completely
- C. Respond with aggression
- D. Question it and look for facts or personal stories

**8. Which of the following is an example of an intercultural skill?**

- A. Memorizing historical dates
- B. Empathy and openness to dialogue
- C. Working alone
- D. Competing with others

**9. Feeling “different” in a new group can:**

- A. Only cause negative emotions
- B. Be ignored because it is unimportant
- C. Be an opportunity to build empathy and understanding
- D. Always lead to conflict

**10. Which attitude best supports building inclusive communities?**

- A. Judging people quickly
- B. Avoiding contact with those who are different
- C. Focusing only on similarities
- D. Respecting differences while looking for common ground

## CORRECT ANSWERS - KEY

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



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