

# Workplace Diversity, Research-Based Soft Skills Learning

Towards a more inclusive work community

## Course Specifications

Course Number: AOB76-011\_rev1.0

Course Length: 4h 14min

### Diversity enables a broad range of perspectives

Diversity is visible in working life in many ways. Each person has a different background, personality, identity, and way of acting and thinking. These differences allow for a wider range of perspectives and have been shown to bring several benefits. A diverse work community fosters creativity and innovation, and it improves employee well-being and customer satisfaction.

The Workplace Diversity Tutorial Package helps strengthen understanding, empathy, and inclusive practices in everyday work life. Explore our training solution below!

### The Workplace Diversity Tutorial Package helps build a more inclusive work community

Workplace Diversity Tutorial Package helps build understanding, empathy, and inclusive practices in everyday work life. This package explores diversity from many angles: personality, background, identity, and individual ways of thinking and working.

You'll learn how to navigate differences constructively, strengthen collaboration, and recognize the value each person brings. The tutorials encourage seeing and showing the human behind the role — making room for real connection and psychological safety. Whether you're reflecting on your own biases or fostering a more inclusive culture, this collection supports growth toward a fairer, more human-centered workplace.

Using researched knowledge, microlearning, and reflection, we ensure impactful increase of inclusivity:

- Research-based learning content ensures the effectiveness of the training.
- Microlearning content fits into even the busiest schedules.
- Reflection turns learning into action — participants engage in self-reflection and shared reflection to explore the emotions, meanings, and applications of their new skills in their work.

Increase your work community's inclusiveness through researched knowledge, microlearning, and reflection.

## Workplace Diversity Tutorial package includes the following tutorials

### **DEI – Diversity, Equity, and Inclusion in the Finnish Workplace, Smart-Tutorial (2h)**

Explore the DEI training and deepen your understanding of the importance of diversity, equity, and inclusion in the workplace. This course covers practical work skills and stimulates discussions on topics that may initially seem challenging. Learn to act as an ally and positively influence your work community's atmosphere. The training provides insights and tools that you can apply immediately!

### **Diverse Colleagues around Me, Smart-Tutorial (30 min)**

Do you feel that some colleagues are easier to work with than others? We easily form a static picture of other people and feel like we can't work with them. By understanding personal differences, you can improve your interaction with others. Diversity is an asset and a strength. In this tutorial, we'll go through the most common misconceptions, different personality types, situational differences, and various ways of thinking. By understanding these, you'll become a better colleague and help your team succeed!

### **View of Humanity, Smart-Tutorial (30 min)**

This mini-tutorial dives into how you could change your view of humanity, and why. The view of humanity, our internal concept of what humans are like, plays a significant role in our everyday life. The way we see the world and others around us has a strong effect on our actions, choices and beliefs.

### **Understanding Personality Types at Work, Smart-Tutorial (1h)**

Diversity is an asset and a strength, once understood correctly. Understanding diversity improves your self-awareness, appreciation towards differences and develops your ability to evaluate tasks that are suitable for you. Understanding personalities helps you succeed in modern working life. This course dives into the best-known personality theory, the Big Five.

### **Strength in Diversity, Smart-Tutorial (4 min)**

With this short video, you will learn to understand the diversity of your team's members and identify how you complement each other as a team. There are at least two benefits when understanding diversity – take a look what they are!

### **See the Person behind the Actions, Quick-Tutorial (3 min)**

Do you want to hear why it is important to see another person as a whole package? We often forget when speaking to other people that their behavior is guided by their experiences. Added value comes from interaction, and interaction is always a human activity that comes from experience. The first person you need to see is yourself. Watch this short video to hear more!

### **Show the Person behind the Actions, Quick-Tutorial (4 min)**

Do you totally dare to be yourself? Watch this short video to hear why it's equally important that you are able to be yourself both at work and during your free time. Sharing your inner world, your emotions, thought processes, and even insecurities builds mutual appreciation, trust, and psychological safety.

### **Colleagueship in Everyday Interactions, Quick-Tutorial (3 min)**

In this video, we explore how small gestures and microcommunication impact workplace relationships and the overall atmosphere. You'll learn how your gaze, facial expressions, and choice of words shape others' perceptions of you. The video provides practical tips for improving your communication and fostering an open atmosphere in your workplace. Take a look at the video if you want to strengthen your workplace relationships and enhance your communication skills!