Learn to Embrace the Tension of Diversity
By Marshall Goldsmith

This article is about diversity tension, what it is and why it is so important. It explains that diversity tension is the “stress and strain that accompanies mixtures of differences and similarities.” Leaders who are aware of diversity tensions in an organization end up creating and establishing more successful dynamics within the organization. It highlights that leaders who empower their employees to understand others without judging are prone to more productivity because of a positive understanding environment. Not only should leaders be aware of all aspects of diversity themselves but it is their job to develop that understanding throughout the organization by effective communication amongst their community. Recognizing diversity and helping others feel welcomed is a great way of making an organization be inclusive.

I really appreciated this article because I can definitely relate to this. As a woman of color, I really value diversity in an organization. Appreciating the differences within yourself and others is a powerful thing. By valuing difference, it makes us awake of all backgrounds, it allows us to share our story and help support one another; a group of diverse people are able to offer certain things that people might not be able to do or not think about, different perceptions on phenomena may create a strong foundation by utilizing diverse resources. Leaders who make an effort by doing so will not only create an effective team but will help others reach their full potential and make each person feel valued as a human.

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