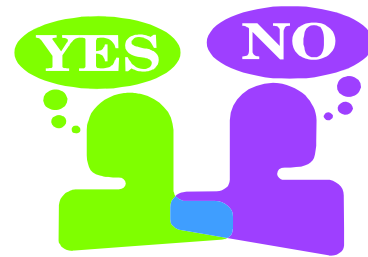


a perfect employer

of a multinational workforce

10 questions to test your multicultural awareness



1. Are you trying to pronounce your migrant employee's very foreign sounding name properly?

2. Are you able to bear hearing your own name being creatively mispronounced with your employee's indecipherable foreign accent?

4. Do you know your employee's reason for seeking work in the UK?

6. Are you aware of your employee's faith and major religious practices/holidays/festivals?

7. Are your staff communicating effectively and respectfully with their English-as-a second-language co-workers?

8. Are you sure that your employee fully understood your contract of employment?

9. Are you sure that your employee understood every single word of your company's health & safety regulations?

3. Does your employee know about education programs available and designed for speakers of foreign languages, such as ESOL?

5. Many migrant employees hold positions quite different to what they were qualified for in their home country and they often undersell their skills and talents. Do you know your employee's real qualifications and professional experience? Will you be able to signpost them towards Naric for revalidation of their diplomas?

10. When you ask 'How are you?' are you prepared (at least sometimes) to hear about your employee's struggle for survival in the new land?

If you have answered 'yes' to most of these questions – congratulations! You are a champion of multicultural awareness. By being open to diversity and willing to learn about the culture of your workforce you will be repaid with their loyalty and greater performance. Improvement of multicultural workforce morale will increase their effectiveness. Effectiveness of your employees will increase your business success!

