Note. If possible, please complete the activity described below before the presentation on 3/30/2011 (and bring your notes with you). Doing so will most likely help to enhance the benefits you will be able to get from the short time we will have together.

MAPPING YOUR MULTIPLE IDENTITIES¹

Step 1. Using the figure as a guide, make a map of your different identities, focusing on three different types: 1) personality and individual features; 2) given identities; and 3) chosen/acquired/“external” identities.

- **Personality and individual features** includes your traits, behaviors, beliefs, attitudes, and skills that help to make you unique (this includes descriptors, such as “smart,” “assertive,” “loyal,” “expressive,” etc.).

- **Given identities** are those that we that we typically do not have much choice about and that we receive by virtue of being part of certain social groups at birth or that come to us later. (Examples include dimensions such as gender, nationality, race, age, culture, ethnicity, sexual orientation, physical ability/disability, and family status and roles such as “oldest child,” “brother,” or “widow”.)

- **Chosen, acquired, or external identities** are those we choose or otherwise acquire relatively voluntarily. (They include, but are not limited to, aspects such as education level and background, marital and/or parental status, appearance, geographic location, occupation, work experience, political affiliation, hobbies, and in many cases religion.)

---

¹ This exercise is based in part on *Multiple Identity Mapping Exercise*, Center for Creative Leadership, 2005.
Personality and individual features

Given identities

Chosen/ acquired/ “external” identities
Step 2. Now, answer the following questions:

1. Which of your identities and characteristics are the most obvious and/or important to others at work?

2. Which of your identities and characteristics, especially those that are important to you, are either relatively hidden or less known at work?

3. What identities and characteristics do you see yourself acquiring, developing, and/or highlighting in the coming years? Why are these identities and characteristics important to you? How do they or can they make a difference for you and others at work?

4. How comfortable and/or uncomfortable are you in sharing more of yourself at work? Why? What conditions have helped or would help you share more?

5. When you think about being fully included and engaged at work, what does that look like? What behaviors from others and from yourself help you experience more inclusion? What behaviors do you believe help others around you experience more inclusion?