

**Source 1:** Diversity climate enhances work outcomes through trust and openness in workgroup communication

In *Diversity climate enhances work outcomes through trust and openness in workgroup communication*, by Joep Hofhuis, Pernill G. A. van der Rijt, and Martin Vlug, the authors analyze why diversity sometimes doesn't equate to greater success in groups. They discuss a study conducted in order to find what made groups fail to breed success when diversity was present, and what made them succeed. They found a positive relationship between success and two things. When diverse groups practiced trust and openness in communication, they had greater success. These two elements can help best hone the positive effects of diversity in the workplace.

This source discusses the positives and negatives of diversity in the workplace. It spotlights the primary problems with it and how they can be solved. This source will be good for looking at how the world at large can do better with diversity, because it pinpoints the exact problem with it. It narrows diversity and its conflicts down to the core principles that either make it succeed or fail. This source is what will help me transition from a conversation in the workplace, to the world beyond that.

Hofhuis, Joep, et al. "Diversity Climate Enhances Work Outcomes through Trust and Openness in Workgroup Communication." *SpringerPlus*, vol. 5, no. 1, 2016, doi:10.1186/s40064-016-2499-4.