



**Organizational Dimensions**

Functional Level/  
Classification

**External Dimensions\***

Geographic  
Location

Income

Work  
Content/  
Field

Personal  
Habits

Gender

Sexual  
Orientation

Division/  
Unit/  
Group

Recrea-  
tional  
Habits

Religion  
and  
Spirituality

Seniority

**Internal Dimensions\***

Age

Race

Ethnicity

Physical Ability

Educational  
Background

Marital  
Status

Parental  
Status

Appear-  
ance

Work  
Experience

Work  
Location

Manage-  
ment Status

Union  
Affiliation