

Assess: How Inclusive Are You as a Leader?

See where you land on this chart to determine how far along you are when it comes to inclusion.



DEVELOPING AWARENESS

I tend to gravitate to the same people for projects.

I often move ahead and make decisions with input from my short list.

I tend to keep my work life and personal life separate.

I shield my team from issues and mistakes.

I get uncomfortable when someone says something marginalizing.



EMBRACING INCLUSIVE PRACTICES

I reach out to people I haven't worked with when kicking off new projects.

I make a point of connecting with several members of my team before making key decisions.

I share stories from my life outside the office with my colleagues.

I am transparent about problems and admit when something goes wrong.

I model inclusivity in my words and actions.



CREATING AN INCLUSIVE CULTURE

I prompt other leaders to consider different sources of talent for their projects.

I invite input from a varied set of people on important decisions, including some I expect will have a different point of view.

I listen carefully and am respectfully curious when people share their own stories.

I encourage my teams to take risks and support them through failures.

I speak up to correct exclusionary language and behaviors.