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.

<table>
<thead>
<tr>
<th>DEVELOPING AWARENESS</th>
<th>EMBRACING INCLUSIVE PRACTICES</th>
<th>CREATING AN INCLUSIVE CULTURE</th>
</tr>
</thead>
<tbody>
<tr>
<td>I tend to gravitate to the same people for projects.</td>
<td>I reach out to people I haven’t worked with when kicking off new projects.</td>
<td>I prompt other leaders to consider different sources of talent for their projects.</td>
</tr>
<tr>
<td>I often move ahead and make decisions with input from my short list.</td>
<td>I make a point of connecting with several members of my team before making key decisions.</td>
<td>I invite input from a varied set of people on important decisions, including some I expect will have a different point of view.</td>
</tr>
<tr>
<td>I tend to keep my work life and personal life separate.</td>
<td>I share stories from my life outside the office with my colleagues.</td>
<td>I listen carefully and am respectfully curious when people share their own stories.</td>
</tr>
<tr>
<td>I shield my team from issues and mistakes.</td>
<td>I am transparent about problems and admit when something goes wrong.</td>
<td>I encourage my teams to take risks and support them through failures.</td>
</tr>
<tr>
<td>I get uncomfortable when someone says something marginalizing.</td>
<td>I model inclusivity in my words and actions.</td>
<td>I speak up to correct exclusionary language and behaviors.</td>
</tr>
</tbody>
</table>

READ THE FULL REPORT “THE THREE A’S OF INCLUSION: AWARENESS, AUTHENTICITY, AND ACCOUNTABILITY”

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