

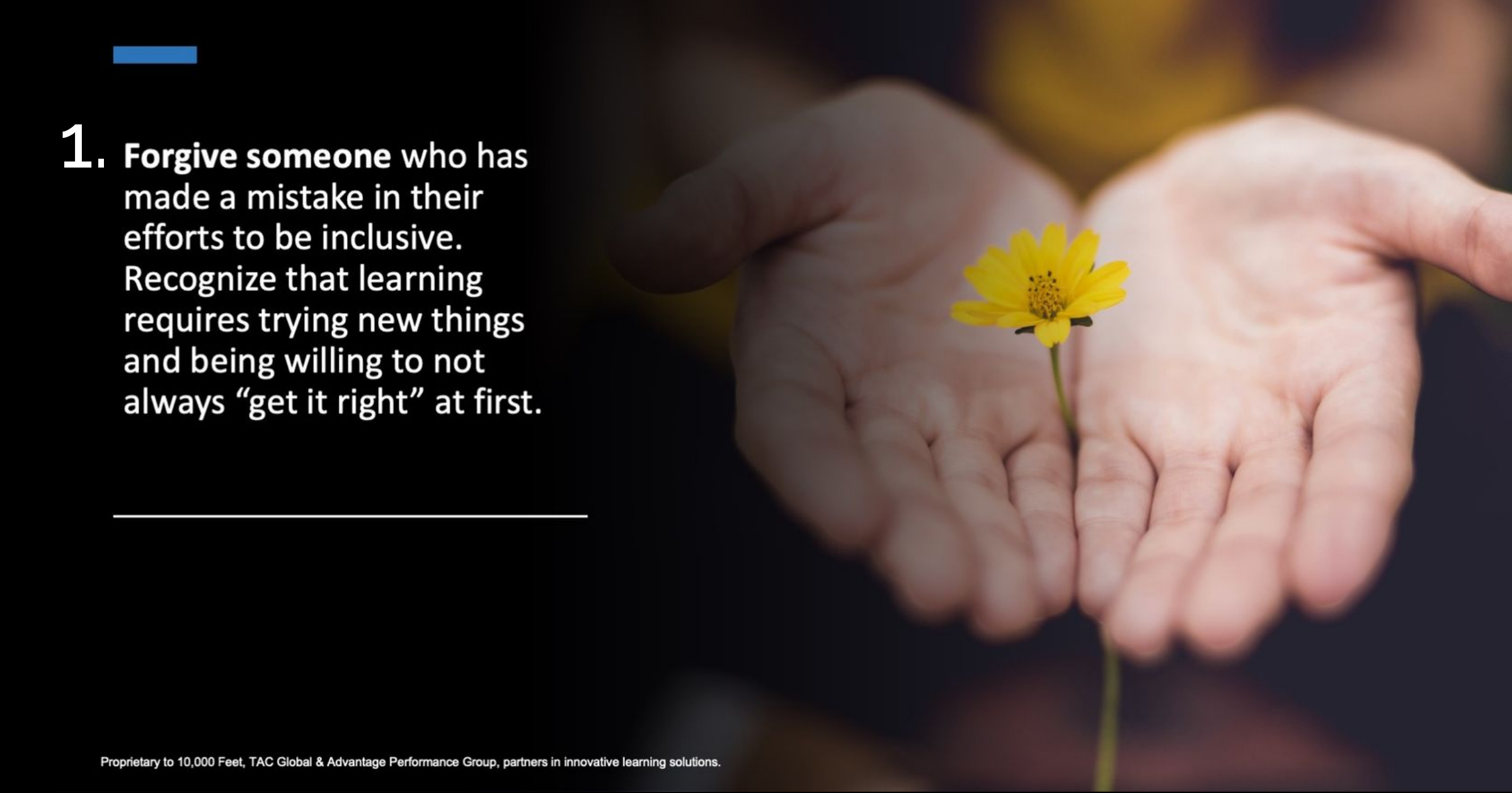


13 actions & behaviors you can take or do **now** to help create a more inclusive world

*The following content is from **The Inclusive Leader: Maximizing the Mix** and is proprietary to 10,000 Feet, TAC Global, and Advantage Performance Group, partners in innovative learning solutions.*

Advantage



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- A close-up photograph of two hands, palms up, holding a small, bright yellow flower with a dark center. The background is dark and out of focus. A blue horizontal bar is located at the top left of the image.
- 1. Forgive someone** who has made a mistake in their efforts to be inclusive. Recognize that learning requires trying new things and being willing to not always “get it right” at first.
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2. Mentor someone who is **different from you** in terms of their age, ethnicity, gender, LGBTQ+, disability, culture, etc.
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3. Work to understand your **potential blind spots** through reading, watching TV specials and movies, listening to podcasts, etc.
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4. Challenge yourself to **engage in conversations about race** to expand your understanding of how and where you can make a positive difference.



5. Catch yourself when having **strong reactions** to someone and ask yourself why?

Be aware that strong reactions may point toward a hidden bias.



WHAT
DO YOU
MEAN
?

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6. Make a habit of **asking lots of questions** – it can undermine any incorrect assumptions, and it demonstrates that you value others' insights.
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7. Periodically **examine your network** to see who's in it and who's not. Proactively seek to create a more diverse network.




8. Take a look at the "room" and ask, **what voices are not at this table? Challenge the status quo** if certain groups are not represented.



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9. Hold weekly/monthly team meetings and dedicate time to team building and **“getting to know you” activities** – even if the meetings are virtual. Lead exercises that build greater trust and inclusion.
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- 10.** Do a scan to ensure that your team – across all levels – is **representative of the local talent pool**. If it is not, **partner with HR and others** to create a strategy and set of actions to create a more diverse workforce.
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A hand holding a dart, aiming at a dartboard in a dimly lit room with bokeh lights.

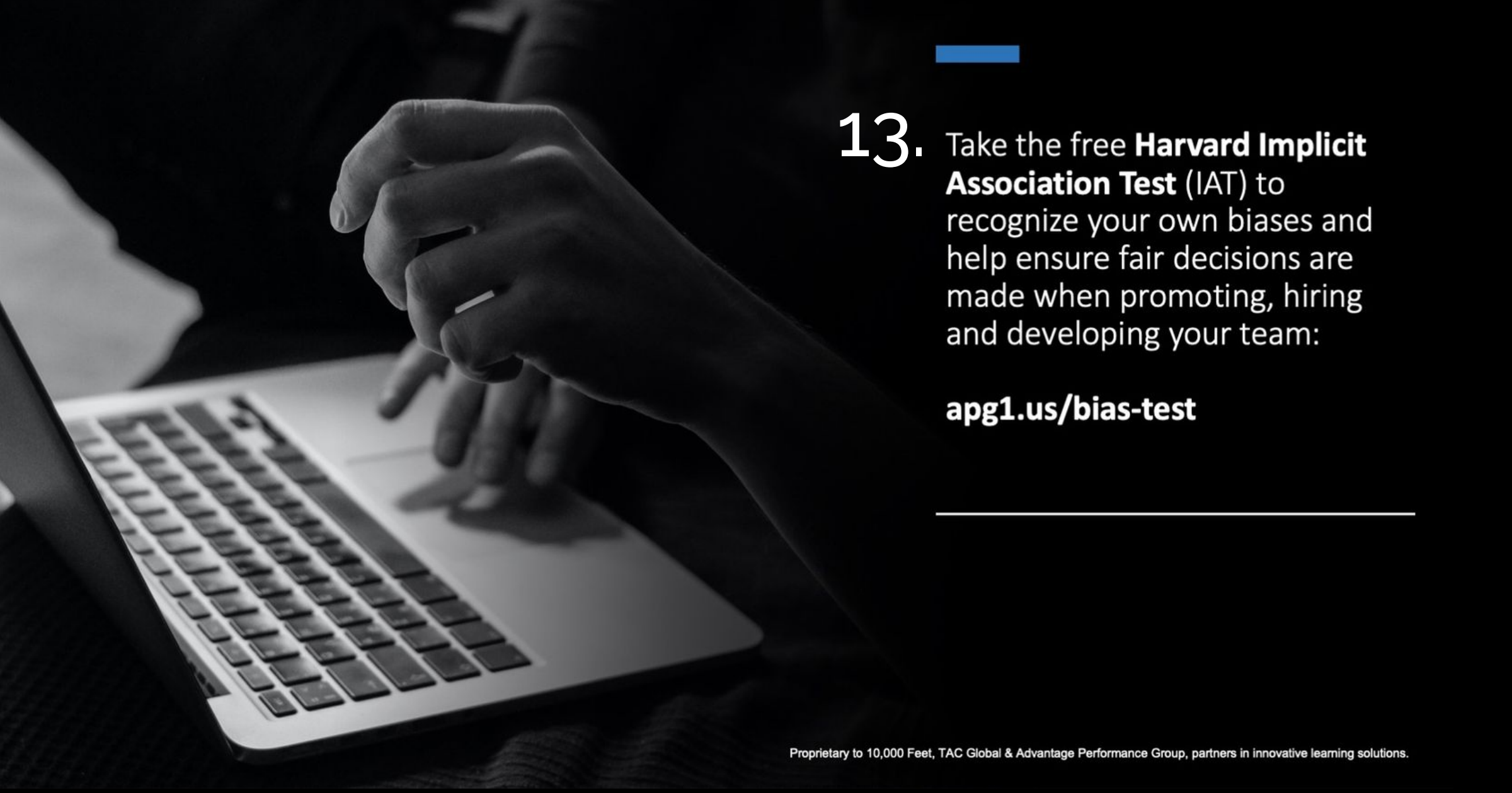
11. Establish a team **diversity & inclusion goal** and hold yourself and your team accountable to it.

12. Remember the business world is an extroverted world. **Find ways to get the best out of the introverts on your team.**

Consider reading the book *Quiet: The Power of Introverts in a World That Can't Stop Talking* by Susan Cain – or watch her TED Talk:

apg1.us/introverts



A black and white photograph of a person's hands typing on a laptop keyboard. The hands are positioned in the center-left of the frame, with the fingers resting on the keys. The laptop is open, and the keyboard is visible. The background is dark and out of focus.

13. Take the free **Harvard Implicit Association Test (IAT)** to recognize your own biases and help ensure fair decisions are made when promoting, hiring and developing your team:

apg1.us/bias-test



Remember...

Be curious

Know that there is rarely a single “right” answer

Strive to make a connection

Let someone know you care

Lean in to make a difference

"People will forget what you said. People will forget what you did. But people will never forget how you made them feel."



- Maya Angelou



Discover **The Inclusive Leader**

Inclusion doesn't have to be **uncomfortable.**

*Create a lively discussion, generate awareness, and reinforce learning with 2 interconnected, **game-based experiences** that introduce serious concepts in a fun and engaging manner. **Contact us** to bring **The Inclusive Leader** to your organization!*



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We help organizations develop great people.