



The 6 C's of Inclusive Leadership

As you review these six traits, reflect on your own level of effectiveness/inclusiveness. Give yourself a rating on a scale of 1 (not effective/inclusive) to 5 (very effective/inclusive).

<u>Trait</u>	<u>Description</u>
Commitment	Inclusive leaders are driven by their values. They are self-aware and believe that creating a welcoming culture first starts with them. They know that by committing their time, energy, and support to investing in people, they engender inclusive workplaces. By demonstrating this level of commitment, they empower and inspire others to achieve their potential.
Courage	Inclusive leaders challenge the status quo and aren't afraid to call out deeply held and ingrained beliefs, attitudes, and behaviors that foster homogeneity. They demonstrate humility by recognizing their own shortcomings and are willing to admit mistakes.
Cognizance of Bias	Inclusive leaders understand that personal and organizational biases narrow their field of vision and preclude them from making objective decisions. They exert considerable effort to identify their own biases and learn ways to prevent them from influencing talent decisions. They also seek to implement policies, processes, and structures to prevent organizational biases from stifling diversity and inclusion.
Curiosity	Inclusive leaders have an open mindset and a hunger for other perspectives and new experiences to minimize their blind spots and improve their decision-making. Their ability to engage in respectful questioning, actively listening, and synthesizing a range of ideas makes the people around them feel valued and respected and promotes a sense of belonging. Inclusive leaders also refrain from making quick judgments, knowing snap decisions are frequently marked with bias and can stifle the flow of ideas on their teams.
Cultural Intelligence	Inclusive leaders have an ability to function effectively in different cultural settings. They also recognize how their own culture impacts their personal worldview, as well as how cultural stereotypes can influence their expectations of others. They know when and how to adapt while maintaining their own cultural authenticity.
Collaborative	Inclusive leaders understand that collaboration is the key to team performance and success. As a result, they create an environment [a safe space] in which all individuals feel empowered to express their opinions freely with the group [without judgment or retribution]. They realize that diversity of thought is critical to effective collaboration; thus, they pay close attention to team composition and team processes.