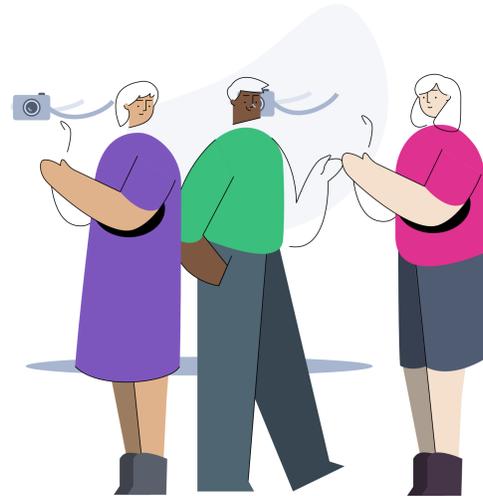


Your Approach to Inclusion

Observers

Adaptable
Curious

Mentor
Respectful



You are...

Adaptable

The observer notices what makes people successful in the workplace and tries to replicate that. They are willing to adapt their style if it means it will open doors of opportunity.

Curious

An Observer makes a great mentor, helping to coach others on how to navigate the workplace and learn what gets noticed and rewarded. You may see a colleague that needs to speak up more (or tone it down a little). You may know someone who often mentions that childcare impacts their availability and want to suggest they minimize references to their children.

Mentor

The Observer believes the workplace is a meritocracy and is curious why there is not more diversity in leadership. It seems that differences in progression come down to personal choices and/or personal styles.

Respectful

Observers strongly value a respectful workplace. For that reason, they may prefer to focus on areas of commonality and steer clear of sensitive topics.

Areas for growth

Inclusion happens when people feel valued for their authentic characteristics without having to try to be someone else in order to belong.

A note of caution for the Observer is to be aware of when you might be trying to “fix” individuals to fit into a certain style instead of realizing how the company can adapt to develop and harness talent that presents in different ways. Think about what’s really required to do the job - not just the way we are used to the job being done.

Expand your observation skills to look at the patterns of who gets heard, who gets invited to meetings, and who gets opportunity.

Recommended Content...



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