

Your inclusion mindset is most like other...

Traditionalists



Areas for Growth

Everyone wants a system that is fair. The challenge is not with the concept of meritocracy but rather with a lack of evidence to evaluate whether it actually exists in an individual workplace.

Objective external **data** indicate that the playing field is not level; this research reveals patterns of inclusion and exclusion that impact some groups to a larger degree. We all face career challenges but there are additional barriers that can make it more challenging for some groups of people to be on equal footing.

DEI initiatives are not an “extra” boost for the less qualified but about adjustments that need to be made in order to ensure fairness and equal opportunity in the workplace.

Recommended Content

To Read



- Better Decisions Through Diversity
- Equity Before Meritocracy: Why We Must Create Opportunities Before Rewarding Accomplishments

To Watch



- The Diversity Bonus
- Inclusion Starts With “I”
- How diversity makes teams more innovative

To Study



- Collaborate Across Working Styles
- Diversity wins: How inclusion matters

Who you are

Respectful

Traditionalists, like everyone else, want a workplace that is respectful and where they can be comfortable just being themselves.

Fair

You have a strong sense of fair play. No doubt you are facing your own challenges in navigating your career. In fact, interventions for specific groups can almost feel like reverse discrimination.

Meritocratic

Traditionalists tend to believe the system is a meritocracy, that it works fairly to recognize the most talented employees who are willing to work hard. So there appears to be no need to change the way work gets done and is rewarded in your company. DEI seems to be a distraction from the business at hand or a replacement for meritocracy.

Business Focused

Traditionalists generally believe the sole focus should be on getting the best business outcome in the most efficient manner. Celebrating individual differences may seem irrelevant to the workplace and incorporating the views of various people (seemingly just because they look different) really just slows things down.