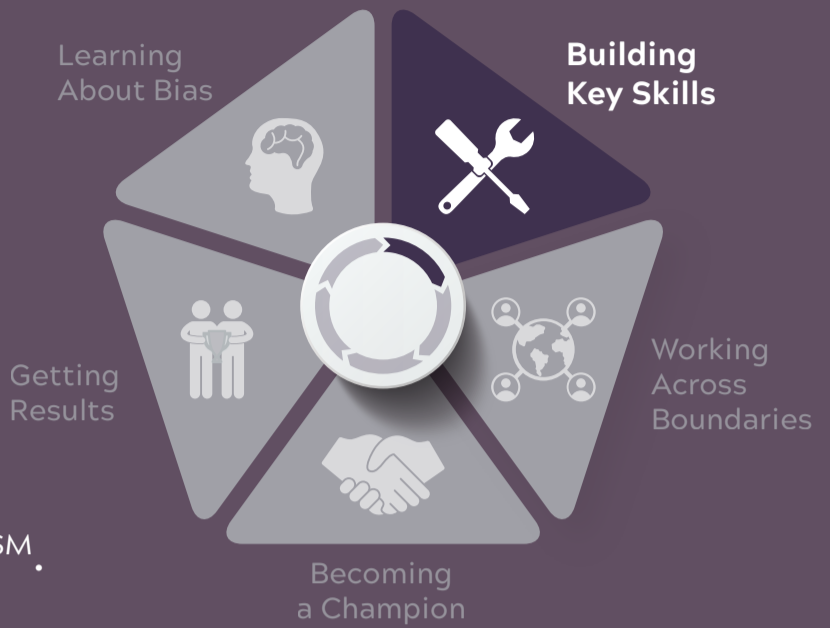




# Inclusive Behavior: Building Key Skills

Learn key strategies for improving your global inclusion skills from the **Inclusive Behaviors Model<sup>SM</sup>**.



## Grow relationships.

Express a sincere interest in learning about people around you. Listen carefully to what they say, and set a comfortable tone to draw them out further.



## Boost communication.

Commit to being an active listener, and reflect on your role in workplace conversations. Also, consider whether your non-verbal messages (tone, body language, etc.) are consistent with your intent.



## Build motivation.

How can you draw out the untapped skills of your colleagues? Create opportunities to ask or observe what motivates others, and explore the differences between your key motivators and theirs.



## Strengthen feedback.

Think about your feedback style. Are you even-handed with everyone - regardless of background? Does it include recognition and reinforcement for those that take risks? Are you receiving enough feedback from peers, mentors, or cultural guides? Effective feedback is a crucial part of growth.



## Encourage teamwork.

Consider diverse competencies and profiles when building teams, and provide agendas and materials in advance for non-native speakers to prepare. Structure meetings so each team member can contribute, and make sure those that take risks and speak up are encouraged - and not punished.



Find out how inclusive you are with the **Inclusive Behaviors Inventory<sup>SM</sup>**.

This easy-to-use survey reveals how you score on five dimensions of inclusion and provides strategies for acting in a more inclusive way.

**Try it for free**