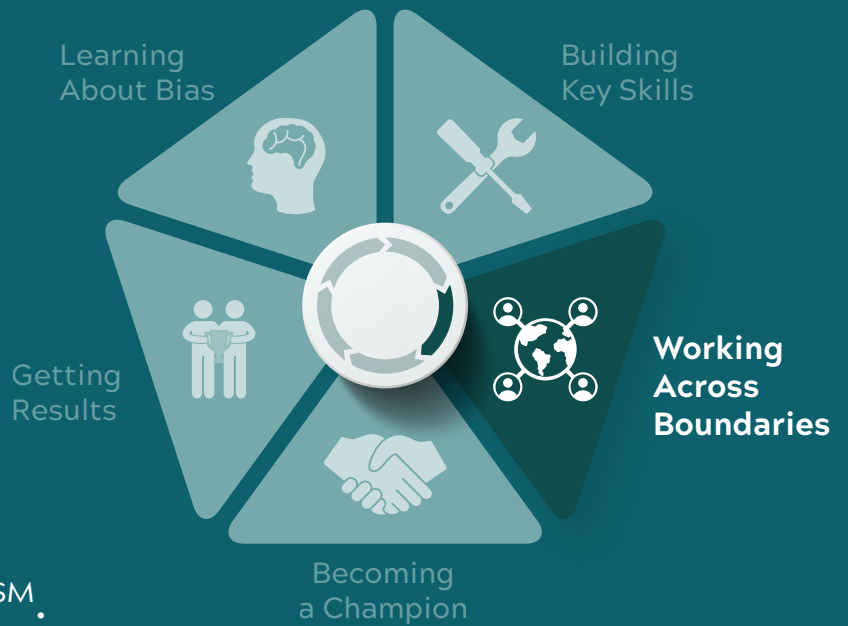


# Inclusive Behavior: Working Across Boundaries



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



## Create personal stretch goals.

Identify a group with which you are relatively unfamiliar (e.g., people from a different function) and learn more about them. Monitor your biases and stereotypes (e.g., regarding the “millennial generation” or “Gen X”). Seek to discover different self-perceptions you would like to change.

## Pay attention to communication patterns.

These can be based on gender, generation, national culture, cognitive style, career experience, or social class; consider whether it would be useful to adapt your own style to communicate more effectively.

## Join diverse work teams.

Diverse team members can encounter different perspectives and learn from each other in an inclusive environment. Contribute to organization-wide implementation of mutual learning practices for employees at all levels.

## Broaden your experience.

Consider job switching, job shadowing, and job sharing exchanges. Look to broaden your experience by “walking in another person’s shoes” or getting a first-hand look at how others in your organization work.

## Seek input, both formal and informal.

Gauge the effectiveness of current inclusion practices on groups that you do not know well; invite suggestions for improvement and do not hesitate to make decisive adjustments.

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](#)

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