

Inclusive Behavior: Becoming a Champion



Learn key strategies for improving your global inclusion skills from the **Inclusive Behaviors ModelSM**.



Build a work environment of trust, respect, and psychological safety.

Strive to create an everyday working atmosphere that enables people to speak up without fear of criticism or penalty.

If you see something, say something.

This is not the place to “let things slide.” Be alert for hurtful, disrespectful or unjust comments or decisions—either your own or those of others—and constructively address them. Work to ensure that everyone can make amends and create a more inclusive environment.



Be open to new approaches.

Get creative and think outside the box for your inclusion practices! Brainstorm ways to keep the topic of inclusion dynamic and alive, and actively seek out new, effective ways. It will get people inspired, too; others are likely to see this and to feel more comfortable taking action themselves.

Advocate for highly capable people from backgrounds that differ from yours.

This also includes situations when their styles are different from corporate culture norms. For example: if you’re told that a person with a unique work style is “not ready” for a new assignment, important project or promotion, question the evaluation for bias.



Become an organizational change agent when needed.

Explain the business case for inclusion and serve as a role model for inclusive behaviors. Address aspects of the talent life cycle (recruiting, engagement, performance assessment, rewards and retention, talent development), and find ways to make them more inclusive.

Find out how inclusive you are with the **Inclusive Behaviors InventorySM**.

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