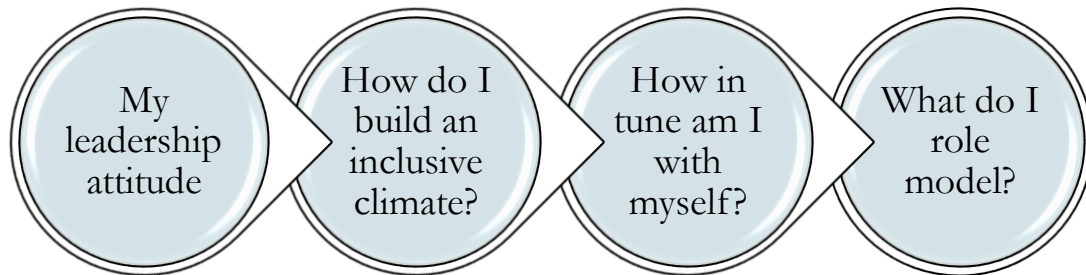


Inclusive Leadership Survey



Being inclusive as a leader ensures that all of your team's unique talents are leveraged to create better ideas and business solutions. Inclusive leadership is underpinned by fairness and ensuring that a sense of belonging is maintained whilst still appreciating an individual's uniqueness. In a nutshell, inclusive leaders build a culture where all employees can thrive.

In our survey, we encourage you to explore four aspects of your leadership style. This includes what you believe and stand for as a leader, how you go about building a team climate that fosters individuality and belonging, to what extent you are in tune with your own feelings and emotions and finally the degree to which you are an advocate for inclusive leadership and role model what it is you stand for.



Following are a number of statements which describe attitudes, behaviours or actions within each of these aspects. We ask you to rate the degree to which you exhibit these.

My leadership attitude

I am clear that being an inclusive leader will drive better business performance.

Never To a little extent To some extent To a great extent

I am mindful that we have different ways of thinking and hold different perspectives.

Never To a little extent To some extent To a great extent

It's important to me that people feel able to bring their whole self to work.

Never To a little extent To some extent To a great extent

I can easily think of actions I have taken that ensure equality of opportunity.

Never To a little extent To some extent To a great extent

It's important to me to be authentic – and comfortable in my own skin.

Never To a little extent To some extent To a great extent

Climate

I am clear about our purpose and help the team to connect what they are doing with it.

Never To a little extent To some extent To a great extent

I help the team to remain connected to the group even when there is challenge.

Never To a little extent To some extent To a great extent

I encourage feedback discussions – it's a two-way conversation.

Never To a little extent To some extent To a great extent

I adapt my style to suit my audience.

Never To a little extent To some extent To a great extent

I am curious – I ask questions to understand perspectives and invite different views.

Never To a little extent To some extent To a great extent

I take steps to make sure new people feel comfortable and part of the group.

Never To a little extent To some extent To a great extent

It's okay to make mistakes and I admit to mine.

Never To a little extent To some extent To a great extent

I know something about each team member's values and purpose.

Never To a little extent To some extent To a great extent

I challenge behaviour that doesn't support inclusion – no matter how small.

Never To a little extent To some extent To a great extent

Self-Awareness

I am aware of who is like me and who is not.

Never To a little extent To some extent To a great extent

I know how easy it is to make decisions based on stereotypes about different groups and have mechanisms to check that I am being fair to all.

Never To a little extent To some extent To a great extent

I know when I am stressed and have tactics to get back to centre.

Never To a little extent To some extent To a great extent

I ask the team for feedback.

Never To a little extent To some extent To a great extent

I make time to reflect on what I am doing well and what I could do differently

Never To a little extent To some extent To a great extent

Role Model

I keep reasonable office hours and encourage the same in the team.

Never To a little extent To some extent To a great extent

I never send emails at the weekend or make late night calls.

Never To a little extent To some extent To a great extent

I exercise regularly.

Never To a little extent To some extent To a great extent

I sponsor someone from a group that is under-represented in the organisation.

Never To a little extent To some extent To a great extent

I strive to champion flexible working and make this work for the team.

Never To a little extent To some extent To a great extent

I ask the team for feedback on the impact of my style.

Never To a little extent To some extent To a great extent

My team is diverse in its make-up.

Never To a little extent To some extent To a great extent

Self-Reflection

Now look at your responses and write down any insights that you have. Then decide what two or three actions will make the most difference to your inclusive leadership style. List what you will do.

[Add your comments here.]

You may decide to discuss this with a coach or a colleague to get their perspective.