

Develop your Inclusive Leadership Shadow



In our fast-paced environment, it's difficult for us, as leaders, to find the time for reflection and personal growth. We know that the success of our teams, the engagement of our team members, and our ability to serve our customers well depend on the creation of an inclusive culture. Take a moment to pause and review this document. Reflect upon your leadership shadow and consider how you can become a more inclusive leader. Then, when you are ready to continue your learning journey, take a look at the resources in the Inclusive Leadership Learning Path to develop yourself.

Reflect on these questions:

Capture insights and actions:

Be Curious: Learn about People and Cultures

- What steps am I taking to learn more about each individual on my team?
- How am I learning about the cultures of the people I work with and those I serve?
- What am I doing to create a sense of belonging for my team members?

Be Aware of Your Blind Spots and Your Impact

- Do I understand my blind spots and how am I helping my team members learn about theirs?
- What am I doing to avoid my blind spots?
- What is my personal leadership shadow and how am I working to improve it?

Commit to I&D and Lead with Courage

- Do I speak openly about inclusion and diversity?
- How am I demonstrating inclusive behaviors in hiring, promotions, and everyday interactions?
- How can I be in service to others as a champion?
- Am I demonstrating vulnerability and being authentic?

Actively Promote Wellbeing and Safety

- Do I encourage and reward risk taking?
- Am I listening to understand in all interactions?
- How am I showing concern for my team members' well-being?
- Do my team members feel psychologically safe?
- Am I practicing open communications?

Engage and Inspire All Team Members

- Do I seek out multiple views and diverse teams?
- How am I fully engaging each team member's unique skills and passions?
- Do I commit to the growth of every team member?
- Am I helping each team member connect their work to the organization's mission?

Express Gratitude for Every Team Member

- Do I express gratitude for the contributions of each team member on a regular basis?
- Am I demonstrating appreciation for the value of each person as a unique individual?
- How can I recognize team members in the way they would like to be recognized?