

Are you an inclusive leader?

Rate yourself in the following categories	Very like me	Like me	Neither like me nor unlike me	Unlike me	Very unlike me
1) I actively create a climate of zero tolerance for bias and prejudice					
2) I try to understand the myths, values and beliefs that shape my behaviour					
3) I am curious about differences, using cultural dissonance as a trigger for explanation rather than reaction					
4) I practice fully engaged listening in which I suspend my assumptions					
5) I communicate my assumptions in order to expand understanding					
6) I believe that everyone has the capacity to adapt to each other					
7) I fully respect myself and the group I am part of					
8) I challenge others' assumptions and stereotypes politely but firmly with respect					
9) I check my own use of stereotypes					
10) I seek common ground, recognising that there is room for different points of view which can coexist peacefully					
11) I am able to let go of ideas and assumptions which are not helpful in communicating across culture					

Rate yourself in the following categories	Very like me	Like me	Neither like me nor unlike me	Unlike me	Very unlike me
12) I am able to tolerate ambiguity, recognising that leading groups of people from different backgrounds, values, needs and preferences presents more questions than answers					
13) I see differences as an asset to the team, providing me with options not obstacles					
14) I see people from all backgrounds as sources of unlimited potential, not just as resources to get the job done					
15) I act on the belief that the confidence of people is strengthened if they have both responsibility and accountability for their work					
16) I try to create a climate where we all invite, use and give feedback effectively					
17) I actively tackle the human obstacles of prejudice, misunderstanding, negative conflict and exclusion					

- Discuss what you could do to manage / lead diversity more effectively
- What ideas can we generate to develop greater sensitivity to the needs of different individuals and groups?

Notes