

7 WAYS to PRACTICE INCLUSIVE LEADERSHIP

According to William & Mary Associate Professor Inga Carboni, an inclusive workplace not only employs diverse people—it also has all workers involved and empowered to contribute to and influence the company, all while bringing their full selves to work. Getting to a place of inclusion is no simple task, but it is well worth the effort.

— IT JUST MAKES SENSE —

5.4 Times
Higher Employee Retention

FOR COMPANIES THAT ARE SUCCESSFUL
AT DIVERSITY AND INCLUSION¹

SEVEN WAYS LEADERS CAN PRACTICE INCLUSIVE LEADERSHIP

#1

MIND YOUR MINDSET

Adopt a growth mindset and know you will improve with time and experience. Also keep in mind that everyone brings different and unique experiences to the workplace.

#2

INVITE QUIETER VOICES INTO THE CONVERSATION

Directly invite those who are quieter to speak. Also, be patient when asking for insight or feedback. Moving on too quickly can cause people to self-censor and stay quiet.

#3

ASK BETTER QUESTIONS

Focus on asking open-ended questions to invite more conversation or feedback. Ask questions that help you understand the reasoning and perspectives behind people's positions.

#4

INVITE CONVERSATION AROUND IDEAS

Do not fear conflict. Instead, invite respectful conversation around differences of opinion. Sharing differences and working together brings better solutions.

#5

REINFORCE BELONGING

Use "we" and "us" language, especially when inviting discussion around differences of opinion. Reiterate that everyone is on the same team and has the same goals.

#6

USE ACTIVE LISTENING

Listen not just to the words other people are speaking, but the meaning they're trying to convey. Paraphrase what they've said to make sure you're understanding them.

#7

ACCEPT THAT MISTAKES WILL HAPPEN

This is part of adopting a growth mindset. Know you will make mistakes, but you will learn from them and improve.

LEARN THE ESSENTIALS OF CREATING AN INCLUSIVE WORKPLACE

See what more you can do to create an inclusive workplace culture. William & Mary Raymond A. Mason School of Business Associate Professor Inga Carboni addresses this topic and more in the video **Seven Considerations for Inclusive Leadership**.

Seven Considerations for Inclusive Leadership

WATCH THE VIDEO 



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