

DO I HAVE THE TRAITS OF AN INCLUSIVE LEADER?

Sondra Thiederman, Ph.D.

This term “leader” has torqued in recent years. Where it used to automatically apply only to those who were at the top of an organization’s hierarchy, it now applies to all of us. This makes sense because, after all, we all lead in one way or another. Whether it be a subtle effort to persuade or motivate a colleague or the automatic process that amounts to leading our internal selves in the right direction.



For our diversity/inclusion efforts, this shift of definition means that each of us needs to do all we can to become a truly inclusive leader. As a first step in that direction, here is a list to 10 questions – extracted from The Diversity and Inclusion Handbook – to let you know where you stand.

Do I Have the Traits of an Inclusive Leader?

1. Do I have the courage to look at my own biases and keep them from interfering with my behaviors, opinions, and decisions?
2. Do I have the commitment to model respectful and inclusive behavior in all settings and circumstances?
3. Do I have the flexibility to accept new approaches and ideas from people who think differently from me?
4. Do I have the skill to maximize individual strengths while building a sense of unity in our workforce?
5. Do I have the ability to empower team members of all backgrounds to contribute to the best of their ability?
6. Do I have the discipline to listen to and understand what team members are saying and feeling?
7. Do I have the strength to tolerate moments of discomfort and confusion while remaining open-minded and clear-headed?
8. Do I have the confidence to hold everyone to a high standard and to coach with honesty and fairness?
9. Do I have a sense of adventure which will help me step out of my comfort zone to learn about others?

10. Do I have the vigilance to see and immediately shut down any disrespectful behavior in my workplace?

Sondra Thiederman can be contacted for [webinars](#) and [in-person presentations](#) by [clicking here](#) or calling 619-583-4478. For additional information, go to www.thiederman.com.

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