



# The Art of Inclusive Leadership

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# Level-setting: Definitions

- **Diversity** = Having a seat at the table
- **Inclusion** = Having a voice
- **Belonging** = Having that voice be heard
- **Equity** = Fairness and access to equal opportunities in policies and programs



**All are equally important to have in an organization.**

# The Goal: Inclusive Leadership



Inclusive Leadership model created by [The Soul of Business](#).

# Major Characteristics of Inclusive Leaders

- Committed
- Brave/Courageous
- Aware of Biases
- Curious
- Culturally Fluent
- Collaborative
- Considerate



**Inclusive leaders have a high Emotional Intelligence quotient (EQ)!**

# Emotional Intelligence and Inclusive Leadership

- **Emotional Intelligence** is a necessary key ingredient to effectively lead people, who then manage processes
- It is the level of your ability to understand yourself *and* others, what motivates you *and* them and how to work cooperatively with them to achieve results.
- **Your EQ is directly related to how well you are able to lead others.**

# Ways to Become an Inclusive Leader

➤ **Learn more about yourself and others** via assessments:

- [Meyers-Briggs Personality Type Inventory](#)® (MBTI)
- [Dominance, Influence, Steadiness and Conscientiousness](#)® (DiSC) Assessment
- [Riso-Hudson Enneagram Type Indicator](#)® (RHETI)



# Ways to Become an Inclusive Leader (con't)

- *Intentionally* connect with others
- Learn about people, places, customs and cultures that differ from your own
- Reach up/across/back
- Become an Executive Advisor or champion
- Keep enhancing your EQ
- Never stop learning or evolving!



# Contact Info



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