

Qualities of an Inclusive Leader

Personal Awareness:

- Aware of own strengths & limitations
- Understands own emotions & behaviours
- & impact on others
- Aware of own biases
- Flex their style

Vulnerability:

- Able to admit own mistakes
- Don't feel have to have all answers/fix
- Vulnerability is an opportunity to grow & learn
- Personal risk taking builds trust

Champions others:

- Speaking about others favourably
- Putting them forward for opportunities
- Sharing successes
- Zero tolerance for poor behaviours

An Inclusive Leader is in tune with its people and the environment within which they operate.

Flexes between making decisions, setting the pace whilst providing psychological safety for staff

Empathy:

- In tune with the environment & staff
- Able to listen to the whole person
- Makes changes

Cultural Intelligence:

- Takes opportunities to learn about
- Other cultures
- Is curious & considers against leadership practices

Fairness & Equity:

- Do not have favourites
- Recognise uniqueness of all staff
- Create an even, fair playing field
- Removes unfair barriers