

6 THINGS LEADERS SHOULD BE DOING

TO INCREASE INCLUSIVITY IN THEIR RANKS

1.) NORMALIZE NONLINEAR CAREER PATHS.



When considering individuals for opportunities, don't judge them only by what they look like on paper. This makes assumptions about the opportunities someone did or did not have available to them. Reassess some of your expectations and dig a little deeper to give someone a chance.

2.) NORMALIZE HAVING HARD CONVERSATIONS.

We are all shaped by different experiences. Empower those around you to feel comfortable speaking up, as there is always value in making the effort to understand other people's perspectives.



3.) NORMALIZE INCLUDING OTHERS IN YOUR SEARCH FOR YOUR "SUPERPOWERS".



Reach out to people who know you well and ask for their help in defining your strengths, and then listen to what they have to say. While this may be an uncomfortable thing to ask of people at first, the benefits are exponential.

4.) NORMALIZE THE IMPORTANCE OF KEEPING GOOD MENTORS.

That's plural. Continue collecting mentors throughout your career, and make a point of returning the favor by mentoring others.



5.) NORMALIZE TAKING OWNERSHIP OF YOUR MICROCOSMS.

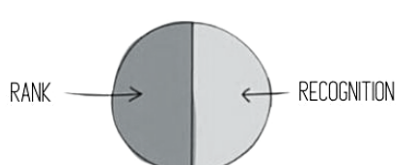


If we want to create a more equitable future, we start within our own environments. Think of your work environment as a reflection of yourself. Take ownership, make the effort, and help usher in positive changes. These microcosms are where we have the ability to make real, lasting change.

6.) NORMALIZE MEASURING SUCCESS BY GROWTH.

Society teaches us that success is achievement, which is often a lofty goal way off in the distance. When we frame success around growth, everyone on the team benefits. There is no greater success than becoming a better, more well-rounded person. When you make that your focus, and the focus of your team, the opportunities are endless.

HOW SOME MEASURE SUCCESS



A BETTER MEASURE

