

LEAD OUTWARD AND LEAD INWARD TO BUILD AN INCLUSIVE WORKPLACE

You have the power—and responsibility—to lead with inclusion.
Learn how and reap the benefits for both your team and your business.¹

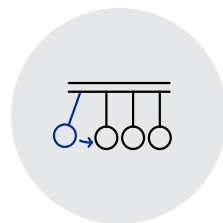
HOW

LEADING OUTWARD, LEADING INWARD

6 core behaviors foster an inclusive culture.²

LEAD OUTWARD

Your ability to bolster team members' capacity to be empowered, treated fairly, and flourish at work.



ACCOUNTABILITY

Hold team members responsible for their behavior, development, and work processes.



OWNERSHIP

Guide them to solve their own problems and make their own decisions.



ALLYSHIP

Actively support people from underrepresented groups.

LEAD INWARD

Your ability to act courageously, learn, and self-reflect.



CURIOSITY

Proactively seek to understand different points of view.



HUMILITY

Take ownership for mistakes and learn from missteps.

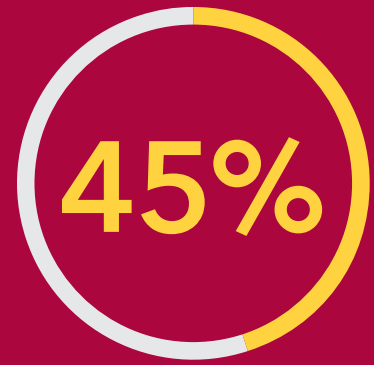


COURAGE

Act in accordance with your principles, even when it involves personal risk-taking or is uncomfortable.

WHY

Inclusive leadership explains almost half of employees' experiences of inclusion.



THE IMPACT

AN INCLUSIVE WORKPLACE

Your employees will experience being:



VALUED

They are appreciated and respected for their unique perspectives and talents.



TRUSTED

They make meaningful contributions and are influential in decision-making.



AUTHENTIC

They can bring their full selves to work and express aspects of themselves that may be different from their peers.



PSYCHOLOGICALLY SAFE: LATITUDE

They feel free to hold differing views and make mistakes without being penalized.

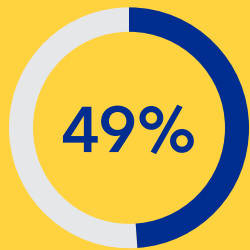


PSYCHOLOGICALLY SAFE: RISK-TAKING

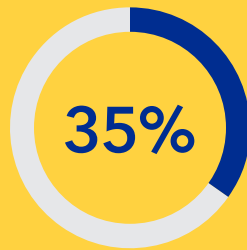
They feel secure enough to address tough issues or take risks.

THE BENEFITS

Employee experiences of inclusion are a key factor in company results. They explain:



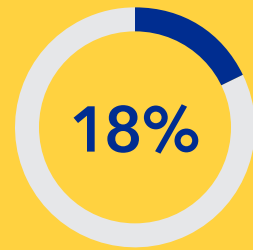
TEAM PROBLEM-SOLVING



WORK ENGAGEMENT



EMPLOYEE INTENT TO STAY



EMPLOYEE INNOVATION

1. Dnika J. Travis, Emily Shaffer, and Jennifer Thorpe-Moscon, *Getting Real About Inclusive Leadership: Why Change Starts With You* (Catalyst, 2019).
2. Catalyst surveyed 2,164 employees in countries across the world. We conducted confirmatory factor analysis to develop the inclusive leadership and inclusion constructs and structural equation modeling to determine the link between inclusive leadership, employee experiences of inclusion, and the outcome variables.



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