

Six Signature Traits of an Inclusive Leader



Being an inclusive leader means demonstrating particular behaviours, such as the 'six signature traits' identified by Deloitte. Developing each of these six traits helps build your capability. You become a leader who actively works to involve everyone; leading to higher levels of performance, creativity and empathy.



"We have to recognise that just because we have diversity doesn't mean we have inclusion. It's a challenge to get a seat at the table, but nothing really happens until you have a voice at the table. It's very important to help colleagues have a voice." - Billie Jean King

SIX TIPS TO PRACTISE THE SIX SIGNATURE TRAITS

- 1 Be Committed.** Speak up when you observe non-inclusive behaviour.
- 2 Be Courageous.** Work to reduce 'the only' in the room, which helps people perform better. For example, being the *only* woman or the *only* person of colour.
- 3 Be Conscious of Bias.** Ask for feedback from others to check your biases and work out how you can be more inclusive.
- 4 Be Curious.** Deliberately seek perspectives that are different from your own. Don't always run ideas past the same people.
- 5 Be culturally aware.** Increase cultural literacy and acceptance by celebrating a range of traditional holidays, festivals and food. For example, Christmas, Diwali and Thanksgiving.
- 6 Be collaborative.** Get creative about how people can express themselves and offer their perspectives. For example, use the 'six thinking hats' in meetings.

REFLECTION



What can you do to become a more inclusive leader?

Based on each of the 'six signature traits', brainstorm a list of small, achievable actions you can do to activate each one.

Be Courageous

Be Conscious of Bias

Be Curious

Be Culturally Aware

Be Collaborative

Be Committed