# Deloitte.

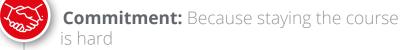
## Six signature traits of inclusive leadership

### Thriving in a diverse new world

In today's workplace, core aspects of leadership, such as setting direction and influencing others, are timeless, but we see a new capability that is vital to the way leadership is executed. Highly inclusive leaders demonstrate six signature traits, which represent a powerful capability highly adapted to diversity. Inclusive leadership is essential to fostering an environment of empowered well-being, where people are given the support and flexibility they need to be energized, confident, and aware.

#### **Inclusion leadership traits**





- Belief in the business case
  - Treat diversity and inclusion as a business priority
- Personal Values
   Treat all team members with fairness and respect



**Courage:** Because talking about imperfections involves personal risk-taking

- Humility
  Seek the contributions of others to overcome personal limitations
- Bravery
   Hold others to account for noninclusive behaviors



**Cognizance of bias:** Because unconscious bias can be a leader's Achilles' heel

Self-regulation

Follow processes to ensure personal biases do not influence decisions about others

Fair play
Employ transparent, consistent, and informed decision-making processes about talent



**Curiosity:** Because different ideas and experiences enable growth

- Coping with ambiguity
   Engage in respectful and curious questioning to better understand others' viewpoints
- Perspective-taking
   Demonstrate a desire for continued learning
- Openness
   Seek opportunities to connect with a diverse range of people



**Cultural intelligence:** Because not everyone sees the world through the same cultural frame

- Knowledge
  - Take an active interest in learning about other cultures
- Adaptability

Work well with individuals from different cultural backgrounds

Drive

Are confident leading cross-cultural teams



**Collaboration:** Because a diverse-thinking team is greater than the sum of its parts

Teaming

Assemble teams that are diverse in thinking

Voice

Work hard to ensure that team members respect each other

Empowerment

Create a safe environment where people feel comfortable to speak up

### How organizations can support inclusive leadership

**Highlight inclusive leadership** as a **core pillar** within the organization's diversity and inclusion strategy and empowering a culture of well-being

Formally **assess inclusive leadership capabilities** across senior leaders and people managers

Integrate development of the six signature traits of inclusive leadership into leadership development programs



Diversity—of markets, customers, ideas, and talent—is an essential part of today's business environment. When leaders have clarity about what it means to be highly inclusive they are positioned for success.

#### About Deloitte

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. In the United States, Deloitte refers to one or more of the US member firms of DTTL, their related entities that operate using the "Deloitte" name in the United States and their respective affiliates. Certain services may not be available to attest clients under the rules and regulations of public accounting. Please see www.deloitte.com/about to learn more about our global network of member firms.