

INCLUSIVE LEADERS EXPAND THEIR CIRCLE

EXPAND YOUR CIRCLE

Inclusive leaders step out of the circle of people who make them most comfortable and build an inner circle of advisors who will keep them balanced.

KEY ACTIONS

Inclusive leaders invite feedback freely, and apply that feedback to continuously improve.

Personal circle

Choose your inner community wisely.

Team circle

Invite feedback from your internal customers.

Organizational circle

Embrace stakeholder platforms that build transparency and accountability.

SAMPLE BEHAVIORS

Practice asking, "What's one thing I can do to improve?"

Own your reactions. Don't debate or defend.

Reflect, evaluate, and adjust.

Sustain progress and share updates.

OBJECTIVE

The inclusive leader understands the corruptive nature of power. To mitigate that corruptive pull, the inclusive leader builds a small inner circle of people who act as a sounding board, a mirror, and a support system.

1

Set aside ego

2

Be open

3

Reflect

4

Gain insight

Inclusive leaders don't react.
They respond.

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Feedback is a free education to excellence. Seek it with sincerity and receive it with grace.

— Ann Marie Houghtailing