

OVERVIEW

Inclusive excellence is the heart of diversity, equity, inclusion, and access in the workplace. We need leaders who can connect with employees on an emotional level while setting clear expectations and driving performance and employees who can deliver the products and services with high efficiency and quality.

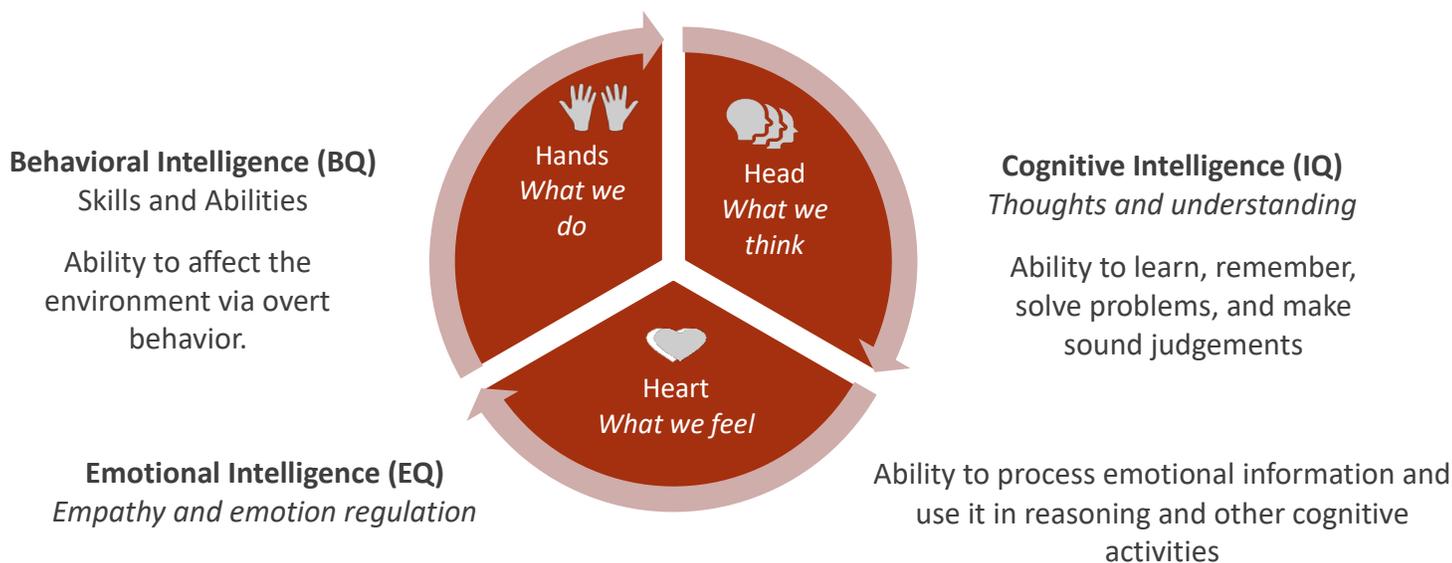
WHAT IS INCLUSIVE EXCELLENCE?

Inclusive Excellence is the act of exemplifying excellence through diversity by creating a welcoming and inclusive environment that maximizes the success of all employees. Here are the key behaviors associated with this competency as modified from University of Colorado Boulder’s article entitled [Focusing on Inclusive excellence as a core competency](#).



A HOLISTIC DEVELOPMENT APPROACH

To develop inclusive excellence capability, a holistic approach of developing multiple intelligences is the best solution.



DEVELOP INCLUSIVE EXCELLENCE COMPTENCY QUICK TOOL

Here are the inclusive excellence development resources aligned to the multiple intelligences. Use this information to inform your DEIA Learning Plan.

Behavioral Intelligence	Emotional Intelligence	Cognitive Intelligence
<u>DDI's Create an Inclusive Environment Series</u>	<u>Emotional Intelligence, Daniel Goleman</u> <u>Spirit of EQ</u> <u>Blue EQ Psychological Safety Assessment</u> <u>Mind Garden's HERO Psychological Capital Questionnaire</u> <u>Thomas Kilmann's Conflict Mode Instrument (TKI)</u>	<u>Lean In's 50 Ways to Fight Bias</u>