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.

Behavioral Intelligence (BQ)
Skills and Abilities
Ability to affect the environment via overt behavior.

Emotional Intelligence (EQ)
Empathy and emotion regulation

Cognitive Intelligence (IQ)
Thoughts and understanding
Ability to learn, remember, solve problems, and make sound judgements

Ability to process emotional information and use it in reasoning and other cognitive activities

Understanding the importance of diversity, equity, inclusion, and access
Seeks, engages, and honors diverse perspectives
Identifies and mitigates bias on a personal, process, and organizational level
Identifies and address barriers to inclusion on the personal, process, and organizational level
Welcomes and encourages participation of all
Recognizes and mitigates dynamics created by power differences and hierarchies
Here are the inclusive excellence development resources aligned to the multiple intelligences. Use this information to inform your DEIA Learning Plan.

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