

# DEFINING TRAITS OF INCLUSIVE LEADERS



Inclusive leaders embody six core traits:

## OPTIMISM

Having the belief that others are well-intentioned and competent  
*Am I maintaining a positive view of others?*

## CURIOSITY

Approaching interactions with a learner rather than judge mindset  
*Am I seeking to understand and learn or rushing to judgement?*

## HUMILITY

Letting go of the need to be right; accepting there is more than one way to interpret and respond to the world and that your view is limited  
*Am I inviting and welcoming constructive challenge?*

## MINDFULNESS

Consciously reflecting on how bias is influencing your interactions and decision-making, and acting with a conscious intent to be fair  
*How might my ingrained preferences be limiting my openness to different people, ideas, perspectives, and ways of working?*

## FLEXIBILITY

Willingness to flex expectations and interpersonal/leadership style  
*How can I modify my words and behaviours to engender trust and optimise individual and group performance?*

## EMOTIONALLY INTELLIGENT

Responding to others with empathy and regulating your emotional response to bad news and challenge  
*Am I seeking to connect or correct?*

