DEVELOP INCLUSIVE EXCELLENCE COMPTENCY QUICK TOOL



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 <u>Focusing on Inclusive excellence</u> as a core competency.



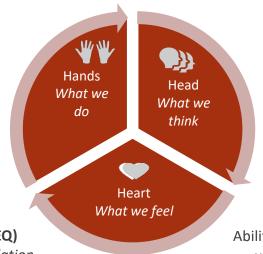
A HOLISTIC DEVELOPMENT APPROACH

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.



Cognitive Intelligence (IQ) *Thoughts and understanding*

Ability to learn, remember, solve problems, and make sound judgements

Emotional Intelligence (EQ)

Empathy and emotion regulation

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

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