



The Prince's
Responsible
Business Network

Are you an inclusive leader?

1. Do you sponsor someone with high potential who is from a group currently under-represented in leadership to support them in realising their career aspirations?
2. Do you ask those you manage or lead for feedback on the impact of your style and approach in supporting them to perform well and/or progress their careers?
3. Do you know the different values and drivers that motivate those you manage or lead and do you leverage these to help improve performance?
4. Do you challenge others if their behaviour or actions do not support inclusion and diversity?
5. Are you aware of the stereotypes, assumptions and judgements you make about different groups (unconscious bias) and what you can do to minimise the potential negative impact of these?
6. Do you involve and encourage those you manage or lead to identify problems early on, come up with solutions and improvement ideas?
7. Does your team reflect diversity in its demographic make-up, background and perspectives and do you leverage this to avoid group-think?
8. Are you clear how inclusion and diversity can help you meet your own and the wider organisation's business goals?
9. Do you help those you manage or lead understand the bigger organisational and strategic picture and their role within this?
10. Do you mentor others, including women and people from minority backgrounds and check that your approach meets their specific needs?