Christopher Veal
Leveling Up Inclusive Leadership
Learning Objectives

- Identify factors that enhance psychological safety
- Learn the difference between Intention and Impact, and how they affect psychological safety
- Describe the CAVE mindset of inclusive leadership
WHAT IS INCLUSIVE LEADERSHIP?
Individuals who are aware of their own biases and actively seek out and consider different perspectives to inform their decision-making and collaborate more effectively with others.
BUSINESS CASE FOR DEI

- Greater innovation and financial returns
- Outperform competitors
- Improve employee experiences
PSYCHOLOGICAL SAFETY
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How threatening or rewarding it is to take interpersonal risks at work

https://scienceforwork.com/blog/psychological-safety/
PSYCHOLOGICAL SAFETY

People feel they can speak up, offer ideas, and ask questions without fear of being punished or embarrassed.

Strongly related to learning behaviors and employee satisfaction.

https://scienceforwork.com/blog/psychological-safety/
TRUST
Will **YOU** give others the benefit of the doubt when you take a risk?

"Bob is probably going to freak out if I disagree with him."

PSYCHOLOGICAL SAFETY
Will **OTHERS** give you the benefit of the doubt when you take a risk?

"My team expects me to speak up. It's how we do things."
PSYCHOLOGICAL SAFETY BENEFITS

Feel like a respected part of their team/organization

See the value of their work

Feel accepted for who they are and the unique strengths they bring
INTENTION
What you mean to say, do, or be

IMPACT
The actual effect you had on the other person, the system, or yourself
INTENTION ≠ IMPACT
Curiosity
Awareness
Vulnerability
Empathy & Compassion
Curiosity

Authentic desire to learn or understand

‘What’ or ‘How’ questions (not ‘Why’)

Awareness

Self-bias and behaviors

Understanding their own work to be done
Vulnerability

Admitting you don’t have all the answers

Responsibility for impact
Empathy & Compassion

Relate to emotions others are feeling

Make people feel genuinely cared for
“People don’t care how much you know until they know how much you care.”

Theodore Roosevelt
Curiosity
Awareness
Vulnerability
Empathy & Compassion
What is one way you will use what you learned today?
RECAP

Psychological safety is foundational for inclusive leadership

Communicate Intention, own your Impact

Come out of your C.A.V.E.
“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

- Maya Angelou
Leveling Up
Inclusive Leadership

Any Questions
Thank you!

Christopher@echelon-left.com

wholemanjourney.com
RESOURCES


5 Questions About Psychological Safety, Answered
[https://scienceforwork.com/blog/psychological-safety/](https://scienceforwork.com/blog/psychological-safety/)

9 Strategies to Create Psychological Safety at Work

Inclusive Leadership [https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/](https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/)