

# LEVELING UP INCLUSIVE LEADERSHIP



**BAY COLONIES CHAPTER**  
Association for  
Talent Development

A top-down view of a white table with various items: a blue-handled coffee cup with black coffee, a hand, a hand holding a red pencil over a tablet, and a hand holding a red marker.

# LEARNING OBJECTIVES

- Identify factors that enhance psychological safety in the workplace
- 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





## 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."*

Go to [www.menti.com](http://www.menti.com) and use the code 7267 5326

# What impact does high psychological safety at work have on you?

Mentimeter





# PSYCHOLOGICAL SAFETY BENEFITS

Feel like a respected part of  
their team/organization

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See the value of their work

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Feel accepted for who  
they are and the unique  
strengths they bring



INTENTION



IMPACT

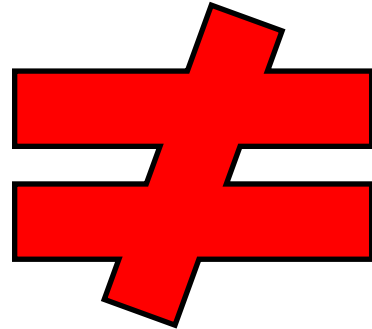
INTENTION

What you mean to say, do, or be

IMPACT

The actual effect you had on the other person, the system, or yourself

INTENTION



IMPACT



**C A V E**

**C**

Curiosity

**A**

Awareness

**V**

Vulnerability

**E**

Empathy & Compassion





## Curiosity

Authentic desire to learn  
or understand

---

‘What’ or ‘How’ questions  
(not ‘Why’)



**A**

## Awareness

Self-bias and behaviors

---

Understanding their own  
work to be done



**V**

## Vulnerability

Admitting you don't have  
all the answers

---

Responsibility for impact



**E**

## Empathy & Compassion

Relate to emotions  
others are feeling

---

Make people feel  
genuinely cared for

**C**

Curiosity

**A**

Awareness

**V**

Vulnerability

**E**

Empathy & Compassion



# RECAP

Psychological safety is foundational for inclusive leadership

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Communicate Intention, own your Impact

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Come out of your C.A.V.E.

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# RESOURCES

## **What is Psychological Safety at Work?**

<https://www.ccl.org/articles/leading-effectively-articles/what-is-psychological-safety-at-work/>

## **5 Questions About Psychological Safety, Answered**

<https://scienceforwork.com/blog/psychological-safety/>

## **9 Strategies to Create Psychological Safety at Work**

<https://www.quantumworkplace.com/future-of-work/create-psychological-safety-in-the-workplace>

## **Inclusive Leadership**

<https://www.ccl.org/articles/leading-effectively-articles/when-inclusive-leadership-goes-wrong-and-how-to-get-it-right/>





Thank you!

