



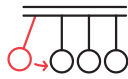
UNLOCK EMPLOYEE INNOVATION

BE AN INCLUSIVE LEADER

Apply the following four behaviors to help employees feel safe and foster inclusion at work.



EMPOWERMENT



ACCOUNTABILITY



COURAGE



HUMILITY

Leaders who employ **EACH** behaviors create psychological safety, which is key to inclusion and innovation.

EMPLOYEES WHO FEEL SAFE AT WORK:

Are willing to take risks regardless of rank or status.

Trust teammates will not act in ways that would undermine their efforts or work.



Freely speak up about problems and tough issues.

Are confident mistakes will not be held against them.

EMPLOYEES WHO FEEL PSYCHOLOGICALLY SAFE SAY THEY FEEL MORE INCLUDED AND INNOVATE MORE.



UNLOCK EMPLOYEE INNOVATION WITH **EACH** BEHAVIORS



PROVIDE "AIR COVER"

EMPOWER your team by providing protection and support



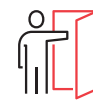
CREATE A COACHING CULTURE

Develop **ACCOUNTABILITY** through continuous feedback



LEAD WITH HEART

Be **COURAGEOUS**—show vulnerability by sharing feelings, beliefs, and personal stories to make authentic connections



SHARE STRUGGLES

Demonstrate **HUMILITY** by being transparent about difficulties and sharing responsibility for overcoming adversity

SOURCE

Jeanine Prime and Elizabeth R. Salib, *The Secret to Inclusion in Australian Workplaces: Psychological Safety* (Catalyst, 2015).



This work is licensed under a Creative Commons Attribution-NonCommercial-NoDerivatives 4.0 International License.

CATALYST
WORKPLACES THAT WORK FOR WOMEN