

MICRO-CHOICES. MICRO-ACTIONS. MICRO-BEHAVIORS.

What can we do as leaders to make inclusion the norm—not the exception?

What diversities do I bring?

THE MOMENT:
When I appreciate in others the things they bring that I don't.

Who is in my network?

THE MOMENT:
When I'm friending, Liking, Instagramming, networking.

Who's missing?

THE MOMENT:
When I have to tackle a new problem. Face a conundrum. Lead into the unknown.

Who do I acknowledge, and who do I not see?

THE MOMENT:
When I encounter a room of people I have yet to meet.

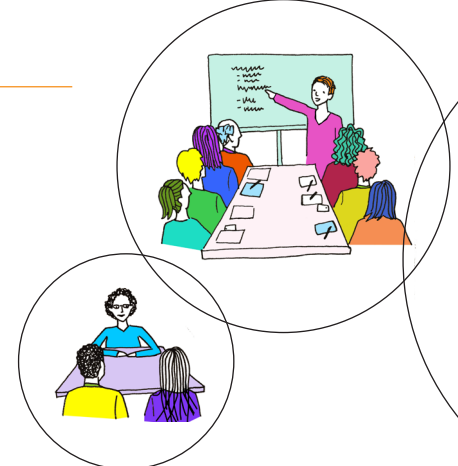


Who is on speed dial?

THE MOMENT:
Who are your "go to people" when you're in a jam?

What am I assuming about this person?

THE MOMENT:
When I am recruiting, casting, choosing my team.



What judgements am I passing on others?

THE MOMENT:
When I listen to people's stories, analysis, ideas.

What is the full set of diversity required for success in this situation?

THE MOMENT:
When I face something that requires more diversity to solve or work through than I've encountered before.



Who do I say 'hello' to?

THE MOMENT:
When I welcome someone to my table.

How do I respond to new ideas?

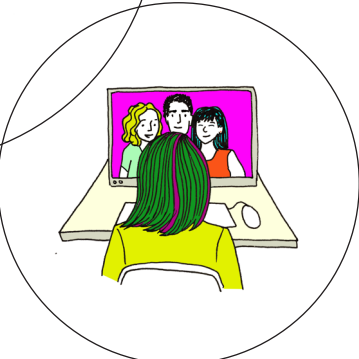
THE MOMENT:
When someone not like me presents a perspective I had never considered.

How do I decide who gets invited to the meeting?

THE MOMENT:
When I issue a calendar invite.

When do I stick with my tribe and when do I reach out to new people?

THE MOMENT:
When setting a new direction or strategy.



Who is the customer?

THE MOMENT:
When I am trying to conceive of, test, or beta a product.



Who gets the promotion?

THE MOMENT:
Who gets promoted as a sign of what we value in people.

Who do I mentor? And why?

THE MOMENT:
Sharing my best advice with people I feel matter.

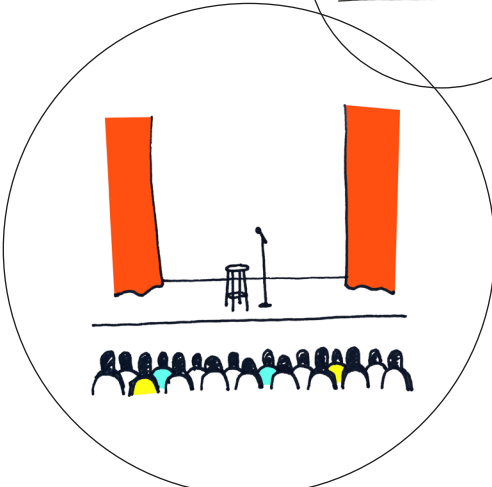
Who gets featured on our website?

THE MOMENT:
How we explain who we are, and what we value.



What do we underscore as the 'right thing to do'?

THE MOMENT:
When I am creating policy, procedure, or cultural norms.



Who talks over whom? Am I favoring certain voices over others?

THE MOMENT:
When we're doing the essential work of collaboration.