



GETABSTRACT REVIEW OF

Inclusify

The Power of Uniqueness and Belonging to Build Innovative Teams

STEP 1

Have your team read the getAbstract summary.

STEP 2

Schedule a team meeting to discuss the questions below.

STEP 3

Have a discussion with your team.

Professor Stefanie K. Johnson draws on a vast body of research to identify the leadership mind-sets that facilitate or impede workplace diversity, equity and inclusion (DEI). She reveals the rewards of “Inclusifying” your workforce, that is, nurturing both uniqueness and belonging among employees.

Discussion Questions

1. What does the author mean by the term, “Inclusify”? How does “Inclusifying” differ from “diversifying” or “including”?
2. What are some of the ways a leader can help make people feel included? Think of small gestures related to everyday work interactions.
3. Can you think of an example in your past where (unconscious) bias clouded a decision you took as a leader?
4. How would your hiring process need to change to diversify and inclusify your current workforce?
5. What does it mean to choose equity over equality?

“It is difficult for anyone to feel accepted when he or she is forced to hide a central aspect of who he or she is.”

Inclusify

Stefanie Johnson

ADDITIONAL READS



People Will Only Leave Their Comfort Zone from a Safe Place



How to Set the Parameters for Inclusion