

Talking to your team about inclusion – Part 2: Team Inclusion

Was there ever a time in your life when you felt excluded? It may have been at work or somewhere else entirely.

Perhaps there was a moment where you didn't feel comfortable speaking up in a group situation, or you felt misunderstood.

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Feeling left out is isolating and can change our behaviour, but it's a common experience so it's likely that everyone in your team can relate to it in their own way.

As a manager, understanding what feeling *included* means to each team member is very helpful. Taking the time to get to know the intricacies of your team's relationships and interactions could improve their satisfaction at work.

And the only way to find these out is to have open and honest discussions with them. But how can you approach these conversations?

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Well, you could consider the impact of **not** embracing a range of perspectives and opinions. Talk about what might happen if we *only* consult people with a similar outlook to ourselves.

Would the best outcome be achieved? What would we miss? Are all contributions welcome and equally valued?

These are some of the many questions to ask that will help you explore together the benefits, challenges and dynamics of team inclusion.

Remember, your role is to *start* a conversation, you don't have to finish it. But you *do* have to listen.

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So set up that twenty minute chat with your team. There's a guide in the inclusion playbook that will help you plan and navigate the session.

It's sure to be time well spent. Innovation and collaboration thrive when everyone feels they belong.

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