



To envision is to imagine a future possibility. What would your team look like if everyone was experiencing equity; feeling fully engaged, supported, and able to realize their full potential?

### **Personal Reflection**

What is your identity as a leader?

- Values
- Strengths
- Communication style
- Leadership style

What is your personal “why” for prioritizing this work? How will you communicate the importance to your team?

How do you adapt/adjust your personal leadership style to meet the needs of those on your team?

What are the ways you can communicate your commitment to inclusive leadership to your team?

### **Assess Current Conditions – Culture and Climate**

Respect – self-reflection, considering others’ feelings, listening and responding to differing opinions, valuing others contributions

Engage – talents and abilities are matched to tasks, collaboration

Perspectives – open dialogue, questions that build greater understanding

Belonging – positive relationships, welcoming environment, appropriate language and behavior

Leadership – inclusive practices and procedures, voices are heard, talents are valued, opportunity for individuals to grow professionally

What is present/missing from the team environment?	What do you need to find out more about?

### **Envision Your I.D.E.A.L. Future**

What are your personal commitments moving forward? What support do you need and how will you actively seek it?