

# How To Be An Inclusive Leader & Embrace Others

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I was recently working with a client, a leader in the construction industry and during our conversation, a supervisor within the company jokingly said that as a supervisor of one, he sometimes sends himself home with pay to check his intentions.

This comment really stuck with me. Do you ever have to put yourself in adult time out? Whether you supervise one or 101, how do you choose to respond to the people that you're working with and the challenges that you're working through?

A team is not just your direct reports OR just someone whose performance review you write. No matter where you are on your leadership journey, you are leaders in our organizations and in your communities.

Keep these strategies in mind to be intentional about including others and influencing them in a positive way:

- **Be brave enough to share your failures.** These are important growth opportunities that cultivate trust and authenticity.
- **Communicate and ask for support and help.** Remember, successful leaders can't do it by themselves.
- **Build your tribe.** Find a mentor and learn from his or her journey. Connect with individuals whose values align with yours.
- **Be intentional around building trust and relationships.** Intentional leaders can put aside differences for the team and the goals of the project or the organization.

- **Include and surround yourself with people that will challenge your way of thinking.** These opportunities challenge us to open our minds and perspectives and allow us to view a situation through a different lens.

*How are you including and embracing others? Share your strategies with me! I'd love to hear from you.*

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