

# Include everyone

(Get the best from your Team)

Safe Workplace

Diverse Ideas

Improvement

Greater Results

Trust

Friendship

Listen to and try to understand those around you.

Judgment and discrimination will appear if you do not understand someone's backstory.

Think before you speak and apologize if you upset someone.

A bad relationship damages cooperation and people's creativity and productivity.

Remember and respect that everyone is different and use that to expand the range of views and ideas.

It is hard to develop good results with limited diversity in ideas and opinions.

Think about your impact and not your intention.

Someone might misinterpret the intention.

Learn and improve from criticism and mistakes, rather than hiding them.

Blocking out criticism and mistakes increases the risk of making more mistakes.

Being an ally demands courage in the moment.

Being silent leads to isolation.

Curiosity is always key!

Avoiding asking questions will not change anything.

Be open to feedback to widen your point of view.

Not allowing feedback might exclude important details.

Support the good ideas and contributions of others - help them be seen.

With bad collaboration good ideas might be lost and potential squandered.

Earning trust and commitment helps personnel feel safe and speak up.

Denial and disbelief are central causes of social and Team friction.

Be aware of your body language and the signals you might give off.

Facial expressions and postures may offend or hurt someone.

If you have thoughts and ideas, shout them out! All ideas can be the root of something great.

If you do not contribute, your idea will not be considered and developed.