In today's workplace, core aspects of leadership, such as setting direction and influencing others, are timeless, but we see a new capability that is vital to the way leadership is executed. Highly inclusive leaders demonstrate six signature traits, which represent a powerful capability highly adapted to diversity. Inclusive leadership is essential to fostering an environment of empowered well-being, where people are given the support and flexibility they need to be energized, confident, and aware.

**Inclusion leadership traits**

- **Commitment:** Because staying the course is hard
- **Belief in the business case**
- **Personal Values** Treat all team members with fairness and respect
- **Courage:** Because talking about imperfections involves personal risk-taking
- **Humility:** Seek the contributions of others to overcome personal limitations
- **Bravery:** Hold others to account for noninclusive behaviors

**How organizations can support inclusive leadership**

- Highlight inclusive leadership as a **core pillar** within the organization's diversity and inclusion strategy and empowering a culture of well-being
- Formally **assess inclusive leadership capabilities** across senior leaders and people managers
- **Integrate development of the six signature traits** of inclusive leadership into leadership development programs

**Diversity**—of markets, customers, ideas, and talent—is an essential part of today's business environment. When leaders have clarity about what it means to be highly inclusive they are positioned for success.