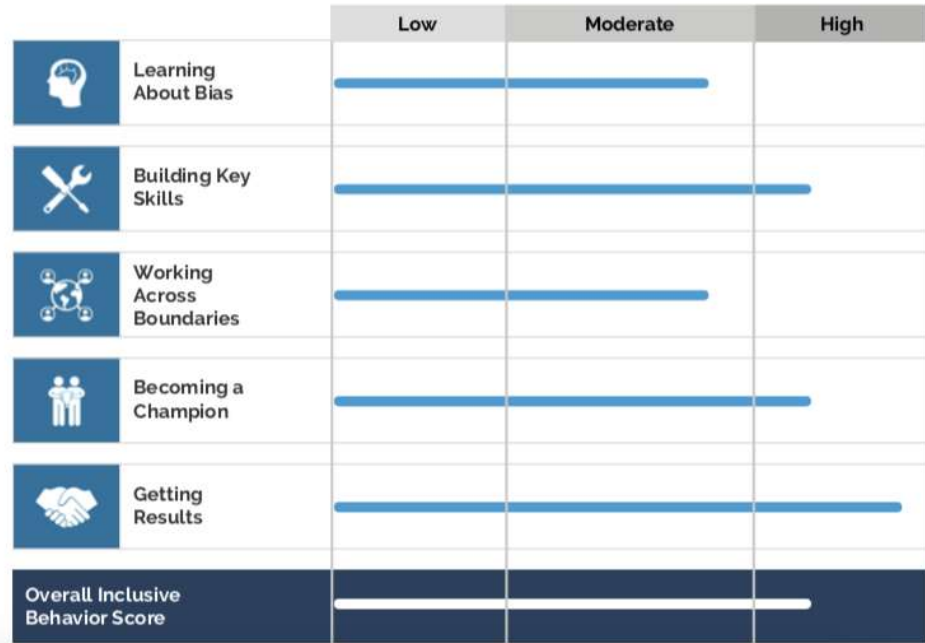




YOUR INCLUSIVE BEHAVIORS SCORES



IBI INCLUSIVE BEHAVIORS INVENTORY



Multicultural Management

IBI Inclusive Behaviors Inventory

- Personal feedback assessment tool for individuals working in diverse environments
- Identifies individual strengths and areas of potential development related to Diversity & Inclusion
- Measures:
 - Personal Biases
 - Key Inclusion Skills
 - Working Globally
 - Development of Diverse & Inclusive Behaviors
 - How to link Diversity & Inclusion with Results

Uses & Applications

Applications:

- It helps to understand one's strengths and areas for improvement in the development of a more diverse and inclusive workplace
- Useful for identifying possible sources of personal prejudice and bias
- Contributes to identifying and developing knowledge, skills and behaviors required to work globally
- Provides feedback on current practices and helps guide a reflection on the adjustments required to be more Diverse and Inclusive

Used for:

- Kickoff of diversity initiatives
- Executives leading & interacting Diverse Teams
- Executives promoting Diversity & Inclusion
- Startup and building processes of Diverse Work Teams
- Existing Diversity & Inclusion Initiatives
- Mergers and Acquisitions

The Five Dimensions in the IBI

□ **BIASES:**

- Individual awareness of one's own biases and how to handle them

□ **DEVELOPING KEY INCLUSION SKILLS:**

- Which are they, which do I have and which should be developed?

□ **WORKING GLOBALLY:**

- Strengths and areas for improvement in working with individuals with different perspectives, work styles, cognitive, functional and personal characteristics

□ **BECOMING A CHAMPION:**

- What is required to be a Change Agent within the organization in order to promote Diversity and Inclusion

□ **GETTING RESULTS:**

- How to link Diverse and Inclusive skills & behaviors to outcomes

Example Report Graph

YOUR INCLUSIVE BEHAVIORS SCORES



Example Report

Recommendations

Biases

- We all have biases, which can be defined as inaccurate assumptions about others based on preconceived ideas. Identifying bias is the first step on the road to inclusion. The way to mitigate inaccurate assumptions about others is to become aware of these assumptions, identifying the possible sources of our biases, and seeking to gain more knowledge about the motivation of the others' behavior

Your score: you scored low in this dimension. To improve your score, the following recommendations may be helpful for you:

- Check for biases in yourself and others. Are your impressions and assumptions accurate, or do you rely on outdated information or stereotypes that may not match the facts?
- "Change it and test it." Take your response to a situation and test it by mentally changing the person for another
- Look for feedback. Ask someone who may be from a different culture or environment what to expect, what is respected and valued, and how to look for and respond to signs of behavior