



Mini quiz – How well do you put inclusivity into practice?

Inclusive leaders are oriented towards others, great listeners, able to leverage the unique qualities of each person, enhancing overall performance. Teams with inclusive leaders are 17% more likely to report that they are high performing, as reported in Harvard Business Review.

Take the quiz below to identify opportunities where you can increase inclusivity and improve your workplace.

Scenario	Yes	No
Have you developed policies around flexible work?	3	1
Do you purposefully run social activities at different times, to account for the diversity of the workforce?	3	1
When creating project teams, do you preference individuals with similar skills and backgrounds?	1	2
When a team member is struggling, do you make time to catch up with them and learn about their experience?	3	1
If you see a colleague acting on false assumptions about another person, do you raise it with them?	3	1
Do you reflect on how your own identity and background informs the way you relate to your team members?	3	1
When making decisions, do you actively seek out the views of others?	3	1
Are you aware of the range of skills and attributes that your team members bring to your organisation?	3	1
Do you interrupt people when you already know what they are going to say?	1	2
Do you adapt your communication style depending on the person you are speaking with?	3	1
When sharing the contributions of others, do you credit them?	3	1
Total		

Results:

11-18 points – It seems you may not be showing an interest in others or harnessing your team’s skills. There is a lot of opportunity for you to create a more inclusive workplace. You might start with a Diversity & Inclusion Foundations training course to improve your leadership skills.

19-28 points – You are actively working to be an inclusive leader and foster a culture of belonging, which will directly benefit your team members and your staff retention; however, there is still room for improvement. You might benefit from the Diversity & Inclusion Advanced Masterclass for industry-specific insights that will enhance your performance.

29-31 points – As a leader, you show patience and understanding. You are able to tap into the talents and motivations of your teams, to help your staff reach their potential. If you would like to extend your capability to drive change, you might consider the Diversity & Inclusion Advanced Masterclass, which gives participants the tools to overcome modern workplace challenges.

Diversity and Inclusion Foundations Masterclass

Critical learning for the resources sector and an important induction for all mining professionals.

This course has been designed to establish inclusive and influential leaders for the future, while encouraging the many cultural, commercial, and social benefits that diverse workplaces enable.

- Self-reflection to influence positive change
- Distinguish and overcome unconscious biases
- Diversity and inclusion challenges specific to the mining industry

There was some great content that I think can be easily applied quite quickly. Thanks for a good course!"

- Participant of March 2021 intake

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Visit <https://www.ausimm.com/courses/masterclasses/diversity-and-inclusion-masterclass-series/>