



INCLUDER®

PEOPLE EXCEPTIONALLY TALENTED IN THE INCLUDER THEME ACCEPT OTHERS. THEY SHOW AWARENESS OF THOSE WHO FEEL LEFT OUT AND MAKE AN EFFORT TO INCLUDE THEM.

“Stretch the circle wider.” This is the philosophy on which people with strong Includer talents center their lives. They want to include people and make them feel like part of the group. They notice people who feel like outsiders or who feel unappreciated and try to reach out and bring them in. They are instinctively accepting of others. Regardless of race, sex, nationality, personality, or faith, Includers cast few judgments. Their accepting nature does not necessarily rest on a belief that each of us is different and that one should respect these differences. Rather, it rests on the conviction that fundamentally we are all the same. We are all equally important. Thus, no one should be ignored. Each of us should be included.

ITS POWER AND EDGE

Includers are sensitive to those who are excluded and have an innate desire and capacity to bring them into the group. Their thoughtful approach to others not only increases participation and communication as they ensure everyone is considered, but it also brings a level of tolerance and acceptance of diversity.

IF INCLUDER IS A DOMINANT THEME FOR YOU:

Leverage your Includer talents to shrink the gap between insiders and those on the outside.

- Choose roles in which you are continuously working and interacting with people. You will enjoy the challenge of making everyone feel important.
- Look for opportunities to bring together people of diverse cultures and backgrounds. You can be a leader in this area.
- Help those who are new to a group get to know others. You will be adept at quickly making people feel accepted and involved.
- You naturally look for the best in people. Help your friends and colleagues see what you see.
- Explain what we all have in common. Help others understand that to respect the differences among us (our diversity), we must begin by appreciating what we all share (our similarity).

IF INCLUDER IS A LESSER THEME FOR YOU:

Lacking the intensity of the Includer theme does not prevent you from valuing the company or input of others. It might mean that you are more selective about your company or your counsel. Be mindful of situations when a broader perspective might be required.

- You might be selective in choosing your friends and gravitate to those who share things in common with you. To widen your circle, intentionally search for shared interests, backgrounds, opinions, and connections. When first meeting someone, ask specific questions to find common ground.
- It is unlikely that you intend to exclude others, but if you do not proactively invite them, someone could reach that conclusion. To counteract this perception, make it a point to solicit feedback during meetings, and use your computer or phone's alert system or task list to remind you to greet people in the morning or invite someone to lunch.
- Join your company's welcome committee or your neighborhood watch program to expand your personal network.