

Full Colour Inclusive Leadership Framework©

The Full Colour Inclusive Leadership Framework© sets out the actions, behaviours, thoughts and emotions of inclusive leaders. It describes the attributes of good leaders and the *additional* attributes leaders need to be truly inclusive. For each term there is a specific definition. Please refer to the “Definitions” section.

When tested, respondents rated the attributes marked in orange as the most important and ranked the attributes in the order of importance listed below.

To find out how the Full Colour Inclusive Leadership Framework© can transform your organisation contact us at info@fullclr.com

Actions		Behaviours	
<p>How good leaders act</p> <ol style="list-style-type: none"> 1. Decisive 2. Honest 3. Praise 4. Adapt 5. Responsible 6. Find solutions 7. Celebrate 8. Consistent 9. Dependable 10. Driven 	<p>Extra actions of inclusive leaders</p> <ol style="list-style-type: none"> 1. Cultivate potential 2. Welcome difference 3. Champion difference 4. Fair 5. Curious 6. Cultivate diverse networks 	<p>How good leaders behave</p> <ol style="list-style-type: none"> 1. Empowering 2. Communicative 3. Encouraging 4. Respectful 5. Team orientated 6. Supportive 7. Share the limelight 8. Loyal 9. Fun 	<p>Extra behaviours of inclusive leaders</p> <ol style="list-style-type: none"> 1. Seek challenge 2. Listen 3. Approachable 4. Empathetic 5. See the real person 6. Caring
Thoughts		Emotions	
<p>How good leaders think</p> <ol style="list-style-type: none"> 1. Self-aware 2. Learner 3. Clear thinking 4. Focused 5. Goal orientated 6. Positive 7. Creative 8. Excellence 	<p>Extra thoughts of inclusive leaders</p> <ol style="list-style-type: none"> 1. Consciously inclusive 2. Influenceable 3. Open 4. Inquiring 5. Practical 	<p>Emotions good leaders bring</p> <ol style="list-style-type: none"> 1. Courage 2. Enthusiasm 3. Calm 4. Energy 5. Belonging 6. No blame 7. Humble 8. Joy 	<p>Extra emotions inclusive leaders bring</p> <ol style="list-style-type: none"> 1. Values driven 2. Confident 3. Psychologically safe 4. Connected 5. Equal

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Definitions

Actions

The actions **good leaders** take are:

1. **Decisive:** They act and make decisions based on the best available evidence
2. **Honest:** Integrity underpins everything they do and how they interact with others
3. **Praise:** They find ways to give praise and foster a culture of appreciation
4. **Adapt:** As new info/ challenges emerge they adapt while keeping focused on core goals
5. **Responsible:** They take responsibility when things go wrong
6. **Find solutions:** They focus on working the problem to find solutions
7. **Celebrate:** They celebrate successes, large and small
8. **Consistent:** Their behaviour is consistent across different settings and over time
9. **Dependable:** They do what they say they are going to do
10. **Driven:** They work hard

The **additional** actions **inclusive leaders** take are:

1. **Cultivate potential:** They invest time to bring out the true potential of individuals/ teams
2. **Welcome difference:** They look for ways to bring difference to their teams/ organisation
3. **Champion difference:** They visibly drive inclusion in their organisations
4. **Fair:** They treat everyone in an even-handed way
5. **Curious:** They look for ways to understand new ideas and find out about people
6. **Cultivate diverse networks:** They actively broaden networks to embrace difference

Behaviours

The behaviours **good leaders** show are:

1. **Empowering:** They share opportunities/ responsibilities that enable people to grow
2. **Communicative:** They share information up/ down/ across the hierarchy/ teams
3. **Encouraging:** They make others feel good about themselves, their work and their potential
4. **Respectful:** They treat other people with courtesy and respect
5. **Team orientated:** They actively look for ways to build and support the team
6. **Supportive:** They help others to succeed
7. **Share the limelight:** They share credit for success with the team
8. **Loyal:** They are committed to the team and the individuals within it
9. **Fun:** They find ways to bring light-heartedness to the working day

The **additional** behaviours **inclusive leaders** show are:

1. **Seek challenge:** They ask people to challenge their thinking
2. **Listen:** They listen to others' ideas/ views before sharing their own
3. **Approachable:** They are easy for people to talk to and are regularly available
4. **Empathetic:** They demonstrate an ability to understand others' feelings
5. **See the real person:** They find ways to get to know people as individuals
6. **Caring:** They care about people as well as business goals

Thoughts

The ways **good leaders** think are:

1. **Self-aware:** They know their strengths/ weaknesses and how they come across to others
2. **Learner:** They constantly add to their learning/ work on their areas for development
3. **Clear thinking:** They understand complex issues and are not distracted by unnecessary detail
4. **Focused:** They consistently work towards goals without getting lost in the weeds
5. **Goal orientated:** They prioritise their time to focus on business and professional goals
6. **Positive:** They look for the positive in others/ situations whatever challenges they face
7. **Creative:** They develop original ideas/ thinking
8. **Excellence:** They are obsessed with excellence

The **additional** ways **inclusive leaders** think are:

1. **Consciously inclusive:** They know their biases and adapt their thinking/ actions accordingly
2. **Influenceable:** They are prepared to change their views after hearing those of others
3. **Open:** They are open to new ideas and people
4. **Inquiring:** They look at issues from many different angles
5. **Practical:** They know what to do to make the most of difference

Emotions

The emotions **good leaders** bring to work are:

1. **Courage:** They are willing to address challenges and take appropriate risks
2. **Enthusiasm:** They are enthusiastic about what they do/ who they work with
3. **Calm:** They communicate and feel calm whatever challenges they face
4. **Energy:** They bring energy/ motivation to all they do
5. **Belonging:** They feel connected to their organisation's mission and to the people around them
6. **No blame:** They avoid blaming others when things go wrong
7. **Humble:** They are modest and unconcerned with status
8. **Joy:** They regularly feel and show joy

The **additional** emotions **inclusive leaders** bring to work are:

1. **Values driven:** Values drive how they think/ feel/ act
2. **Confident:** They know and value themselves, which frees them to value others
3. **Psychologically safe:** They feel secure enough in themselves to work on their biases
4. **Connected:** They feel connected to others, recognise shared experiences and endeavours
5. **Equal:** They feel equal to others and treat people accordingly

For more information contact Full Colour at info@fullclr.com