Promote More Creative, Connected, and Collaborative Teams

INCLUDE is a research-based solution to dramatically improve inclusion, collaboration, and team interactions throughout your organization. This program provides a three-part strategy to support diversity and drive inclusion at scale:

- **FIND COMMON GROUND™**
  Help People Feel That They Belong

- **LIFT PEOPLE UP™**
  Make People Feel Valued and Respected

- **HELP CREATE CLARITY™**
  Share Information and Help People Choose

What is Diversity Without Inclusion?
Diverse organizations tend to have stronger bottom lines, but only when all employees feel respected and valued. That’s where inclusion comes in. Organizations that promote inclusiveness unlock collective intelligence to become more creative and collaborative.

Send the Right Social Signals
The subtle signals we send others every day generate feelings of either inclusion or exclusion. Even a subtle comment or action can unintentionally trigger a social threat, causing a team member to feel excluded or to completely disengage. Our research shows that if you aren’t actively including, you are accidentally excluding.

INCLUDE gives employees and managers an easy to recall inclusion framework, based on the ground-breaking SCARF® Model, equipping them to dramatically improve their interactions and foster stronger working relationships in real-time.