



A Guide To Making Values-Led, Inclusive Organizational Decisions

Being a leader on a good day, but especially during times of great uncertainty, means making the tough calls. While it may be important to move quickly and decisively, try asking yourself these questions to make sure you're showing up as your best organizational selves when it matters most.

1

CONFIRM VALUES-ALIGNMENT

Which company value(s) is this decision grounded in? Does it conflict with any of your other company or personal values?

2

MINIMIZE DISPARATE IMPACTS

Which different groups will be impacted by this decision and how? Is there a way to create a more equitable division of impact?

3

DON'T RELY ON ASSUMPTIONS

What assumptions am I making about the needs or wants of our people? How can I check those assumptions?

4

LEVERAGE DIVERSE PERSPECTIVES

Who could I involve here who can bring a perspective I haven't yet considered?



www.hello-collective.com