DIVERSITY, INCLUSION & ACCESS

Inclusion Icebreakers: Performance & Evaluation

Talent Management

How to use this Inclusion Solution card in a group setting:

- Review the questions on the front of the card to help anchor the topic
- Extend a few minutes of personal reflection
- Ask individuals to relate the topic to the current work environment and/or campus climate and what a future state might look like
- Create a dialogue on how the topic might create innovative thoughts, new direction for programs/classroom instruction/services, or ways to address challenges in the work environment and the campus climate

BEST PRACTICES

How can we foolproof our performance review process to limit or eliminate the opportunity for language bias to sneak into the way we evaluate our talent?

How can we update our calibration or performance review guides to ensure team members are described and evaluated fairly?

Name three actions that will ensure our talent management system delivers on the promise of tapping into all our talent.
Inclusion Solutions: Discussing a Diverse Culture is in the Cards,” Lessons Learned Consulting, Inc., 2016.