



## Self Aware and Inclusive

### Leading

Aware of your own identity, values, and culture, and how they differ from others. Acts inclusively in a diverse society.

- Sets an example in addressing unconscious bias, as well as challenging inequity, racism, and discrimination in policy work.
- Leads others to incorporate cultural concepts and inclusive practices relating to their work.
- Find practical ways to resolve any barriers to including people from diverse cultures, backgrounds, abilities, and experiences in policy making.
- Is balanced, inclusive, respectful, and fair in their behaviour and language, and guides others to work transparently and inclusively.

### 70% on-the-job learning

- Role model inclusive leadership through everyday actions, by reviewing guidance on [Inclusive leadership](#) from the Public Service Commission.

Use [Leadership Development Centre](#) tools and resources to support the development of your inclusive leadership practice.

Read the [Leadership Success Profile](#) which outlines leadership expectations for people leaders in the Public Service.

### 20% learning from others

Lead others to design, plan, and manage a policy project that carries out impact analysis, drawing on a range of population impact tools.

Work with Statistics New Zealand and data and research teams to commission a wide range of population datasets for use in a policy project.

Work with colleagues to lead an inclusive engagement process following guidance in the [Guide to Inclusive Community Engagement](#).

### 10% formal training

Take Harvard's [Project Implicit](#) Association Test to gain greater awareness of your own biases, preferences, and beliefs.