

Building Community Questionnaire

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Learning more about diversity and inclusion and out-group members underscore the famous quote “Everything rises and falls on leadership” (Maxwell, 2007, p. 12). The information imparted from all reading assignments this semester points towards the responsibility and accountability of leadership. It was no different from this week’s assignment as it underscores the important role of a leader in many facets especially as it relates to diversity and inclusion and out-group members. Trouble could be on the horizon when team members begin to feel like they are not appreciated, valued, respected, heard, and such like. For this reason, it is imperative for leaders to be extremely attentive to their work climate and team members.

Diversity and Inclusion is an interesting topic. Despite the fact that the author of this paper works in the area of diversity and inclusion for a Fortune 100 company, she gained a wealth of knowledge from this week’s reading assignment. Data still speaks. After reviewing the unsatisfactory results from the Building Community Questionnaire she realizes that she is average when it comes to building community; in essence, she still has a lot to learn about being an inclusive individual and leader.

As much as she loves and embraces people from all backgrounds, other cultures and ethnic groups she needs to learn how to involve disengaged team members. As much as she enjoys coordinating mission projects and traveling all over the world to help the underprivileged and underserved populations of the world she needs to make every attempt to reach consensus when warranted. As much as she has developed friendships with people from other backgrounds, have different worldviews, practice a different religion, think differently and operate differently the data from the questionnaire still speaks and confirms that she is merely average at best at being an inclusive leader. Ultimately, this week’s reading assignment revealed the true essence of a diverse and inclusive leader; this is the type of leader I aspire to become.

References

Maxwell, J.C. (2007). *The 21 indispensable qualities of a leader: becoming the person others will want to follow*, Nashville, TN: Thomas Nelson (pp.12)

Northouse, P.G. (2018). *Introduction to leadership: concepts and practice (4th ed.)*
Thousand Oaks, CA: Sage (pp. XXXX)