

CAREER CENTER TELEGRAFENBERG

In this fourth edition of our Skills Newsletter, we focus on Inclusive Teamwork and Leadership. Building inclusive teams fosters collaboration, drives innovation, and strengthens leadership by embracing diverse perspectives and empowering every team member.

Benefits of a Diverse Team:

A diverse team combines various perspectives, experiences, and problem-solving methods, leading to innovative solutions and better decision-making. Diverse viewpoints foster creativity, improve adaptability, and promote inclusiveness, making individuals feel heard and valued. Organizations that embrace diversity and inclusion reap significant benefits: they are 70% more likely to capture new markets, 75% more likely to turn ideas into products, 19% more likely to achieve higher innovation revenue, and 87% more likely to make better decisions.

Cultivating your leadership potential: key competencies

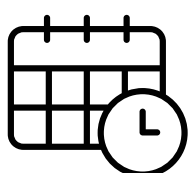
- 1 Commitment to diversity, inclusion and belonging:** Make these topics a top priority. Prioritize these values by fostering an environment where everyone feels valued and ensuring they are embedded in organizational culture and actions.
- 2 Active listening:** This involves considering nonverbal communication, the dynamics of interaction between the team and the leader, and the ability to not only listen to voices within the organization by actively supporting people's opinions. Active listening impacts in three key ways: relationally, by demonstrating acknowledgment—'I see you. I hear you'; through exploration, by encouraging understanding of diverse perspectives and approaches; and in problem-solving, by addressing the interests of all parties involved.
- 3 Challenging biases:** Be aware of own biases, as well as those that may exist within the team (or potential ones).
- 4 Master the art of giving and receiving feedback:** Start by providing authentic and specific positive feedback. Focus on specific actions and behaviors, not personality traits. Offer concrete feedback and suggest ways to improve performance or behavioral patterns.



How to Include it on your CV (some examples):

- *Created a peer-mentoring initiative in my working group, fostering a supportive environment that enhanced collaboration and professional growth for all team members.
- *Co-authored 10+ peer-reviewed publications in diverse, interdisciplinary teams, prioritizing equitable contributions and shared recognition.
- *Encouraged a culture of feedback in the lab, regularly hosting listening sessions to gather team suggestions for improving workflows, which led to a 25% reduction in project bottlenecks.

Do not miss our upcoming activities:



- Christmas Gathering on December 05, 3:30pm-5:30pm, Building H
- Leap In applications are open until December 1st.
- Getting Started In Industry, on January 30th (collab with the UFZ), Zoom