



INCLUSION-CHECK

Your individual result

You have completed the survey and now have received your personalized results. These are anonymous, only you can see them.



St. Gallen Inclusion Index

What your results reveal

The St. Gallen Inclusion Index comprises the four dimensions of belonging, authenticity, equal opportunities and diversity of perspectives. It provides information on the inclusion climate in your team and how you generally feel at work.

Your individual feedback will be based on the dimensions of Authenticity and Belonging, since these are the two dimensions that you have the power to influence.

Your result shows...

... how authentic you can be in a team.

The more you can be yourself, the higher your score for **authenticity** (from bottom to the top).

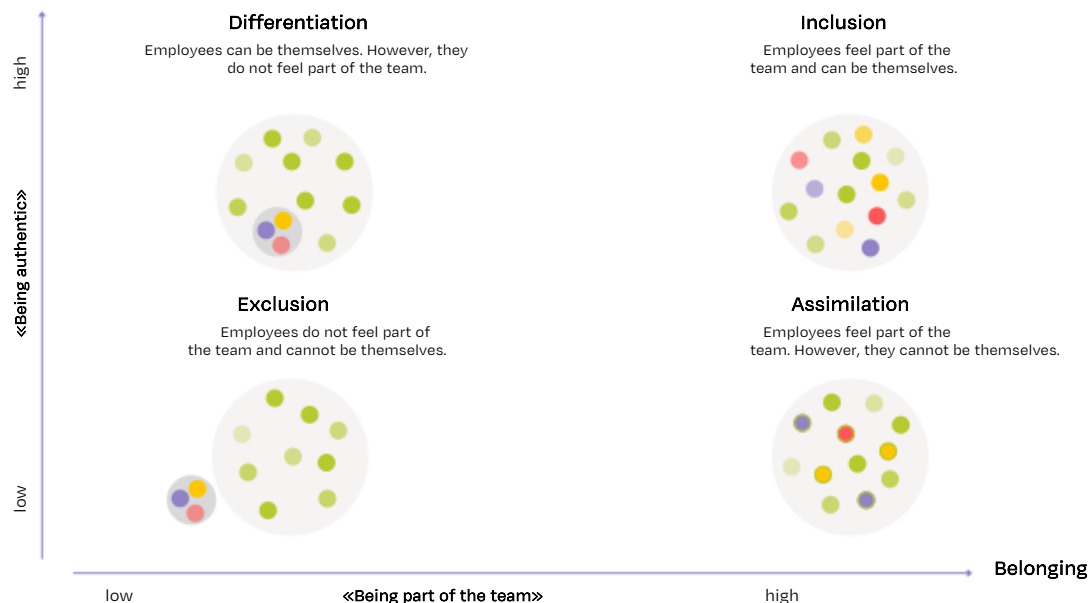
... whether you feel part of the team.

The more you feel part of the team, the higher your score for **belonging** (from left to right).

High levels of inclusion are generally considered desirable, as studies have shown that a high level of inclusion is associated with improved job satisfaction, health and performance.

Inclusion-Matrix

Authenticity

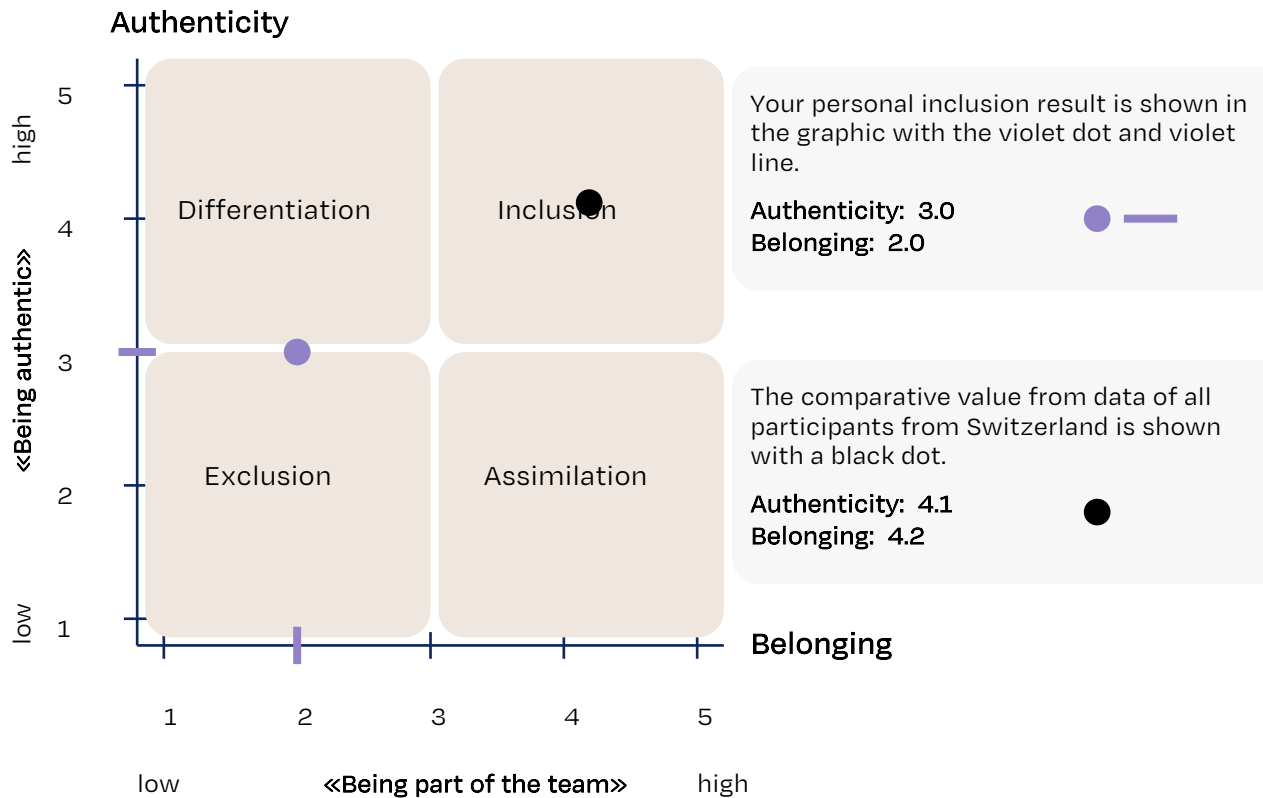


Your personal inclusion result from the survey is assigned to one of the four fields in the inclusion matrix. You'll find the result in the next graphic.



Your personal inclusion result

You tend not to be authentic in your team and don't feel part of your team.



Use the following reflection questions and recommendations to strengthen the sense of inclusion in your team.

Questions to reflect on your result

- To what extent does the result coincide with your intuitive assessment?
- What contributes to your inability to be authentic in your team? For example, think about specific experiences, your personal needs, or the atmosphere in your team.
- Recall a specific situation in which you felt particularly disconnected. What or who contributed to you feeling this way in this situation?



Tips for utilizing your results

Authenticity

Think of a situation or environment where you can be completely authentic. What specifically allows you to be authentic in that situation or environment? For example, it might be a particularly intimate relationship, an experience of compassion, or a generally open and appreciative culture. Pay attention to where or with whom you can find such or similar moments in your daily work and actively seek them out.

Find allies and experiment! For example, you may want to see what it feels like to share something personal about yourself with someone with whom you have a good relationship. Choose a topic that you feel comfortable with, such as a weekend activity. If you experience discrimination, seek support from a trusted person.

Belonging

Think as specifically as you can about what would need to change for you to feel more a part of your team. For example, if there are barriers that make it difficult for you to participate, you could point them out to other team members or your manager and ask for support. Special contacts within the company could also be helpful and act as mediators.

If you are being actively excluded, find allies and make use of support services inside and outside the company. These may include special counseling centers or private confidants with whom you can talk and work together to find solutions. For possible contacts, see last page.

Contact persons

There for you

Do you have any questions? Would you like to meet to discuss the results? Please feel free to contact the following people:

Internal

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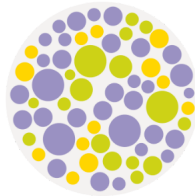
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