

Skills Driving DEIB



Skills matter to DEIB. Yet, most orgs haven't identified the skills necessary to bring broader DEIB capabilities to life because they don't know what skills actually matter or for whom.

Based on our research, we've identified a list of skills that matter for individuals, managers, and senior leaders.

Skills differ by employee levels

Individuals



Put skin in the game

- Be authentic
- Be courageous

Influence others

- Deploy nonverbal communication
- Empower people
- Engage in calculated risk-taking

Help design a new future

- Recognize patterns
- Accurately interpret data and information
- Envision a different future
- Manage ambiguity

Managers



Be open to new ideas

- Be curious
- Envision a different future

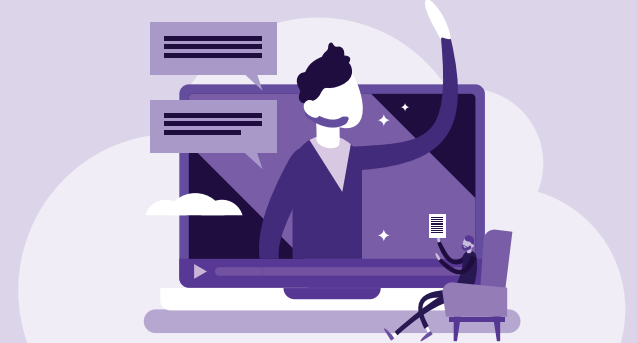
Drive and monitor change

- Challenge the status quo
- Demonstrate grit
- Engage in calculated risk-taking

Navigate social complexity

- Negotiate attentively
- Be persuasive
- Influence genuinely
- Deploy nonverbal communication

Senior Leaders



Push for change

- Challenge the status quo
- Be assertive
- Show mental flexibility

Use actions to speak louder than words

- Deploy nonverbal communication
- Engage in rapport-building

Be socially savvy

- Engage in calculated risk-taking
- Be persuasive

Top DEIB orgs see positive individual & organizational outcomes



Employees
2x
more likely to give their employer a positive Net Promoter Score®



Employees
45%
more likely to have high intent to stay



Orgs
2x
more likely to indicate they met business goals for the last 3 years



Orgs
81%
more likely to indicate high customer satisfaction

Activate DEIB skills within your org



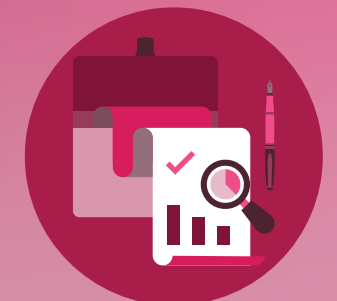
Read our report



Understand the skills most important for different levels



Cross-reference the skills identified with those within your org



Identify gaps and prioritize DEIB skills

Access the report here:

<https://redthreadresearch.com/deib-skills-report>

*DEIB = Diversity, equity, inclusion, and belonging