

Inclusion Modelsm

Self Awareness
Social Awareness
Skills
Opportunity

Talent Awareness
Social Awareness
Skill Utilization
Opportunity

Talent Engagement
Social Competence
Skill Reproduction
Organizational Equity



Individual

Attributes: *The individual possesses values informed by culture and environment. Personality influences view of self, views of the external world, relationship with others and relationship to opportunities. Skills may be acquired in traditional and non-traditional environments.*

Organization

Attributes: *The organization employs the skills of individuals to create and deliver products and services. Relationships with competitors, customers, shareholders and employees inform its standing and culture. Opportunities are defined in context of culture and may exclude latent or hidden employee competencies.*

Inclusion

Attributes: *The organization realizes and engages the talents of employees without limiting these to skill or functional assignment. Engagement creates resilience in response to internal and external opportunities. Organizational performance includes skills replication, talent depth and alignment of values and behaviors.*