



DEI MINDSET ACCELERATOR

3-DAY LIVE VIRTUAL WEBINAR SERIES

with Dr. MJ McConner

DECEMBER 13-15, 2022



Welcome

I am excited you have decided to join the
DEI MINDSET ACCELERATOR™ virtual webinar series!

This workbook will be for your notes and your roadmap on how to inspire others to develop a growth mindset around Diversity, Equity, and Inclusion (DEI).

If you want to extract the most value:

1. Join the DEI MINDSET ACCELERATOR Facebook Group.
2. Follow along with me LIVE all 3 days during the virtual webinar series on Zoom to complete this workbook.
3. Complete the action items daily and post your responses in the Facebook Group.

The 3-day schedule is as follows:

- Tuesday, December 13 at 7:00–7:50 pm ET / 6:00–6:50 pm CT
- Wednesday, December 14 at 7:00–7:50 pm ET / 6:00–6:50 pm CT
- Thursday, December 15 at 7:00–7:50 pm ET / 6:00–6:50 pm CT

CLICK HERE TO JOIN FACEBOOK GROUP

CLICK HERE TO JOIN LIVE ZOOM MEETINGS

*"When it comes to accelerating DEI in the workplace,
MINDSET IS EVERYTHING."*

SESSION 1: Tuesday at 7 PM Eastern

Here is what we know about the benefits of DEI in the workplace:

1. Diverse teams are more likely to have _____
_____ and _____.
2. Employers that embed diversity, equity, and inclusion into center of their company culture and values experience _____
_____.
3. An equitable workplace creates a _____ environment where all employees have _____ to _____.
4. Diverse workforces make companies more _____.
5. An inclusive company culture improves _____
_____.
6. Organizations that are _____ and _____ in their DEI efforts are more likely to reduce potential _____.
7. In recent survey conducted by Monster Worldwide Inc., _____% of Generation Z job applicants say said that an employer's commitment to _____ and _____ is important when choosing an employer.
8. An organization's culture can have a direct impact on employee _____.
9. Cultural inclusion and equity increases trust in _____.
10. By _____, groups formerly seen as "underrepresented minorities" will reach majority status.

KEY TAKEAWAYS:

- DEI is critical for your employees and your company.
- DEI is here to stay!

Extra Notes:

Action Items

**Do you think DEI is here to stay?
Post your answer in the FB Group!**

SESSION 2: Wednesday at 7 PM Eastern

Let's talk about mindset.

"Your organizational mindset makes or breaks success."

Gustavo Razzetti

What is an Organizational Mindset and Why is it Important?

1. Your team's beliefs shape and influence the _____
_____.
2. Organizational mindset influences _____ and
_____.
3. Organizational mindsets predict _____, _____,
_____, and _____.
4. "_____ eats _____ for breakfast." - Peter Drucker

What is a Growth Mindset?

1. A growth mindset is the _____ that _____ and _____ can
be _____ and that the development of skills and abilities is
the _____ of the work you do.
2. A person with a growth mindset believes that intelligence and ability
are a function of _____ and _____.
3. A collective growth mindset can be developed by _____
and _____ certain _____ and _____ that
organizations can continually adopt over time.
4. Companies that desire to _____ need to embrace an
_____ to change because it is a key characteristic of a
_____.



Source: <https://www.wtwco.com/en-US/Insights/2021/02/why-a-growth-mindset-is-key-to-organizational-agility-and-success>

What is the Connection Between DEI and a Growth Mindset?

A person with a growth mindset seeks to learn and grow.

A growth mindset helps us to be

- _____;
- open to _____;
- _____ by another's success;
- _____;
- _____;
- willing to _____ from our _____;
- and open to _____.

People with a growth mindset around DEI are more likely to

- embrace _____;
- accept _____;
- be curious about _____;
- open to learning new _____;
- and approach DEI in a manner that is _____.

KEY TAKEAWAY:

A growth mindset around DEI can lead to organizational success.

Extra Notes:

Action Items

Tell us about a time you encouraged someone to use a growth mindset or understand something from "a different perspective".

SESSION 3: Thursday at 7 PM Eastern

It's our final day together! Let's bring it all together.

Day 1 & Day 2 Recap

What were your biggest takeaways from our discussions?

Inspiring Others to Develop a Growth Mindset Around DEI

1. Encourage _____ and _____ of _____.
2. Seek first to _____. _____ is key.
3. Examine and understand your own _____.
4. Use _____.
5. Be _____.
6. Resist the urge to be seen as the _____ or _____ of discussions.
7. Promote a _____.
8. Create _____ and _____ where people can _____, _____, and _____.
9. Create and promote _____.
10. Foster an _____ where people can _____ and _____ their strengths and developmental areas on DEI.

KEY TAKEAWAY:

When it comes to accelerating DEI in the workplace,
MINDSET IS EVERYTHING!

Extra Notes:

Thank
You!

Have questions?

Schedule a consultation with Dr. MJ!

Email: marym@ieconsultingfirm.com