



**RECRUIT
POTENTIAL**
VET - measures for
Inclusive Employers

LEARNERS WORKBOOK

Module 2: Strategies to change mentalities

PLEASE USE THIS WORKBOOK TO CAPTURE THE KEY
LEARNINGS FROM MODULE 2.



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Exercise 1:

VIDEO CASE: Blind spots: Challenge assumptions

Complete de exercise about unconscious biases that can narrow your vision and potentially influence your behaviors

Exercise 2:

1 VIDEO CASE: Respect & inclusion at Deloitte

2 VIDEO CASE: Prejudice and discrimination

In this exercise, you show people about skills rather than disabilities. We address Respect and Inclusion.

Exercise 3:

Strategies to promote an inclusive company culture

In this exercise, you will think of ways to implement these strategies in your organisation.

Exercise 1:

Experts tell us that our unconscious mind makes a majority of our decisions. It creates blind spots—unconscious biases that can narrow your vision and potentially influence your behaviors. Are you letting blind spots steer your decision-making? Reflect and place situations in which you unconsciously let yourself be influenced by prejudice.

VIDEO→ <https://www.youtube.com/watch?v=BFcjfqmVah8>

Exercise 2:

In the first video - Deloitte is working to ensure that we provide a work environment where everyone feels capable of being themselves and can thrive, develop, and succeed. An environment in which our people are recognized and respected for their own strengths, values and perspectives. We believe it is only within such an environment that our people can truly be at their best.

VIDEO 1 → <https://www.youtube.com/watch?v=7G0OUHnCudw>

In second video - what do you think they are capable of doing? Make some notes that can inspire you in your own journeys of Respect and Inclusion.

VIDEO 2 → https://www.youtube.com/watch?v=GZioE4mz_9Y&t=1s

Exercise 3:

Creating an inclusive culture in your own organisation. In the course 5 strategies to promote an inclusive company culture. Please think of ways how you could implement these strategies in your own organisation.

1) EDUCATE YOUR LEADERS

2) FORM AN INCLUSION COUNCIL

3) CELEBRATE EMPLOYEE DIFFERENCES

4) LISTEN TO EMPLOYEES

5) COMMUNICATE GOALS AND MEASURE PROGRESS

