See your Blind Spot: A Checklist for leaders

This checklist is for leaders in organizations who want to ensure they have fewer blind spots. Fewer blind spots mean there's less chance that things can take you by surprise. Fewer blind spots mean less risk. We all have blind spots, because we all have natural limitations; limitations in our own knowledge skills and understanding, and limitations in our own lived experience. Many organizational challenges occur when we imagine everyone else thinks like us and we are taken by surprise when they don't.

We must all recognize that:

- Not everyone thinks alike
- Not everyone thinks like you
- Other opinions are valid
- Other opinions are vital

Here's a checklist to help you minimize your risk of blind spots. This can be a very powerful exercise to drive out how your organization thinks and makes decisions in an inclusive and diverse way. To ensure diversity of thought and minimize your risk, you want to be getting lots of checkmarks over on the right. Lots of checkmarks over on the left should raise a red flag.

When we make key decisions, we engage with stakeholders from across the organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

When we make key decisions, we engage with stakeholders at all levels in the organization.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

When we make key decisions, we engage with a group of stakeholders who represent minority groups.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

When we make key decisions, we engage with customers.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

When we consider our near, mid and long-term future we engage with diverse voices as standard.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

We actively invite people who we know will bring different points of view to key discussions and decisions.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

Our leadership team has diversity of thought (we disagree and bring different perspectives).

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

Our leadership team is representative of society.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

Our leadership team is in touch with the views of the workforce.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

We are aware of our own biases.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

We actively seek to identify our own blind spots.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree

When designing or implementing anything new, we scan for unintended consequences.

Strongly Disagree	Disagree	Neither Agree nor Disagree	Agree	Strongly Agree