



**NHRMA 24**

86TH ANNUAL CONFERENCE + TRADESHOW

**CS24**

# The Inclusive Mindset

*the*  
**INCLUSIVE**



**MINDSET**

Good People...Introducing

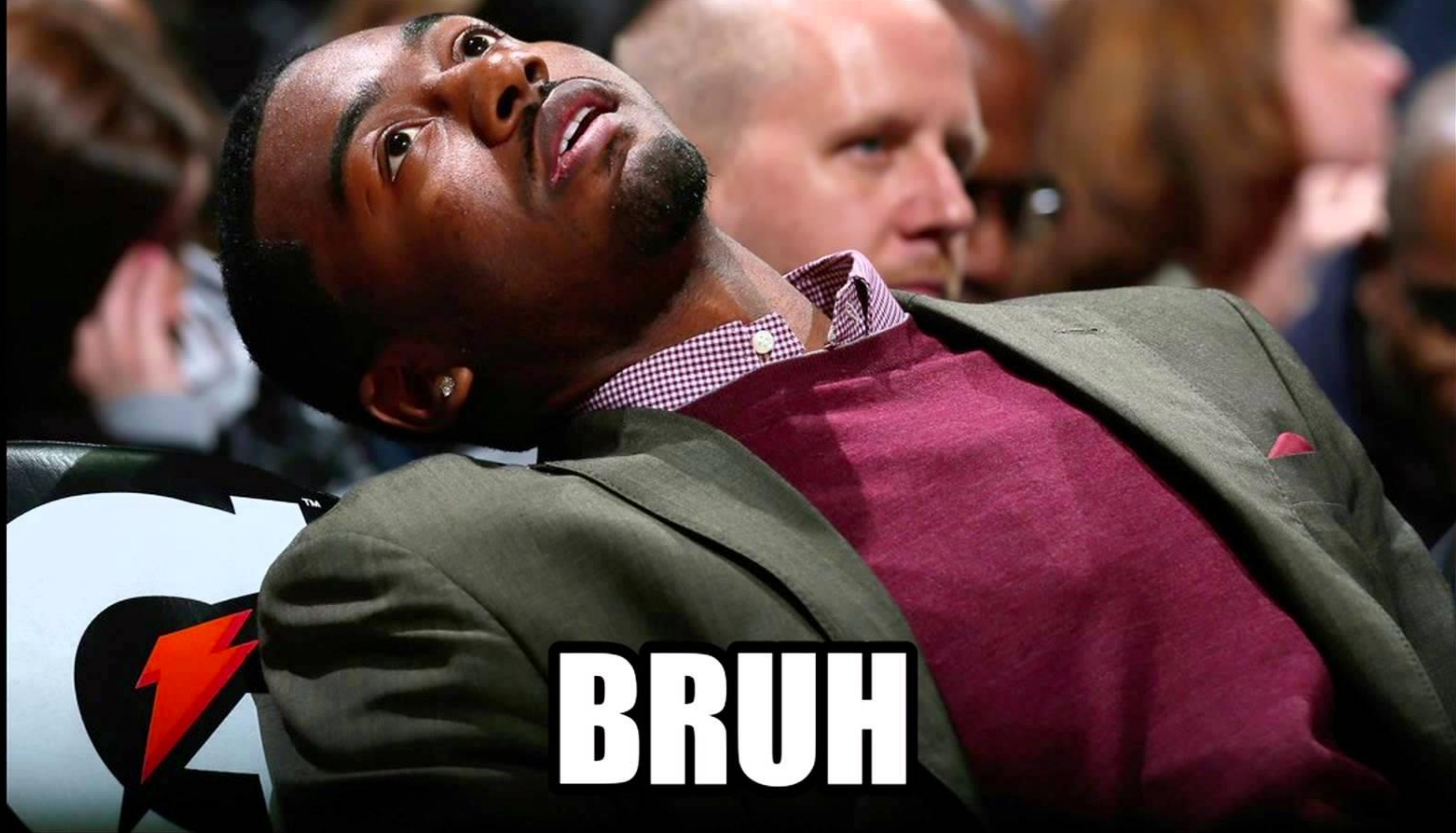
The Bald, The Ghanaian-American, & the Different:

Justin Jones-Fosu

*the*  
**INCLUSIVE**



**MINDSET**



**BRUH**

# MY HISTORY

Unleash your Purpose and Productivity  
to Get More out of Work and Life.

# YOUR WHY

How Some  
**ACHIEVE MORE**  
and Others Don't

# MATTERS NOW

JUSTIN JONES-FOSU, SR

**DIVERSITY** and **INCLUSION** is not what you  
have to do, but rather **who you choose to be!**

# *the* INCLUSIVE



# MINDSET

How to Cultivate **DIVERSITY**  
in Your **EVERYDAY LIFE**

JUSTIN JONES-FOSU

How to Have  
**Difficult**  
Conversations in  
a Divided World

# I RESPECTFULLY DISAGREE

Justin Jones-Fosu  
author of *The Inclusive Mindset*



# Here's How to Respectfully Disagree

Because it's an election year, and boy, do we need to hear this.

By Justin Jones-Fosu | Published: Apr 26, 2024

SAVE ARTICLE

*Thanks for sharing*  
Can we come back to it another day?  
I have never heard it that way  
Would you be open to hearing my perspective?  
Tell me more

Our editors handpick the products that we feature. We may earn commission from the links on this page.

With the presidential election creeping closer and so many issues at stake, entering political discussions can feel like walking into a land mine. We are more divided than

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**I planned on confronting my absent father about his parenting. But when I asked to hear his side, I learned a powerful**

# FAST COMPANY











*BEING A PARENT IS REALLY HARD,  
BUT IT'S ONE OF THE BEST THINGS  
I'VE BEEN BLESSED TO DO!!!*

*-JUSTIN JONES-FOSU*

**We won the daddy-daughter dance/runway  
competition**

#HAPPYMONDAY | WORKMEANINGFUL.COM















**DIVERSITY** and **INCLUSION** is not just what you  
have to do, but rather who you choose to be!

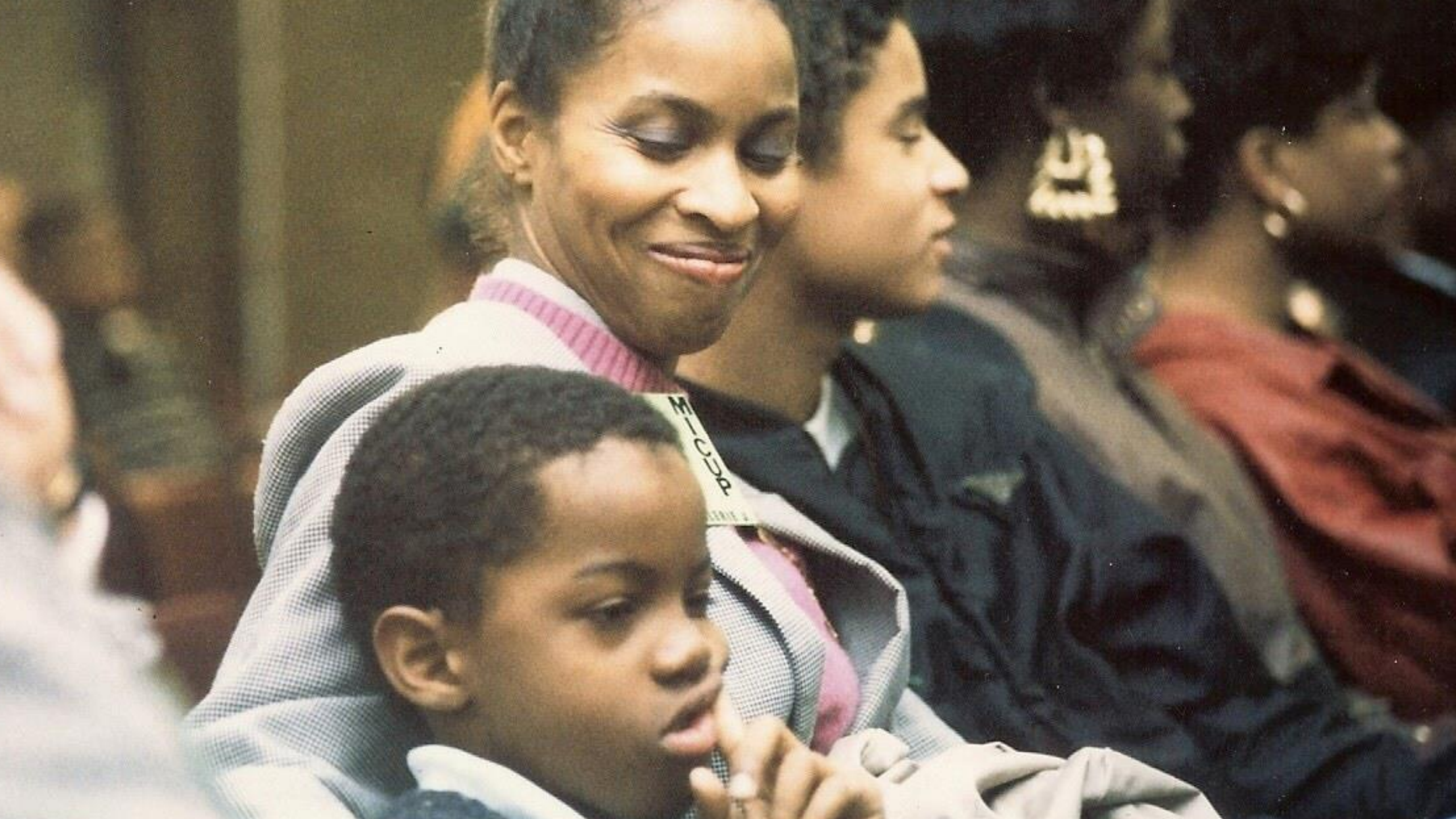
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How to Cultivate **DIVERSITY**  
in Your **EVERYDAY LIFE**

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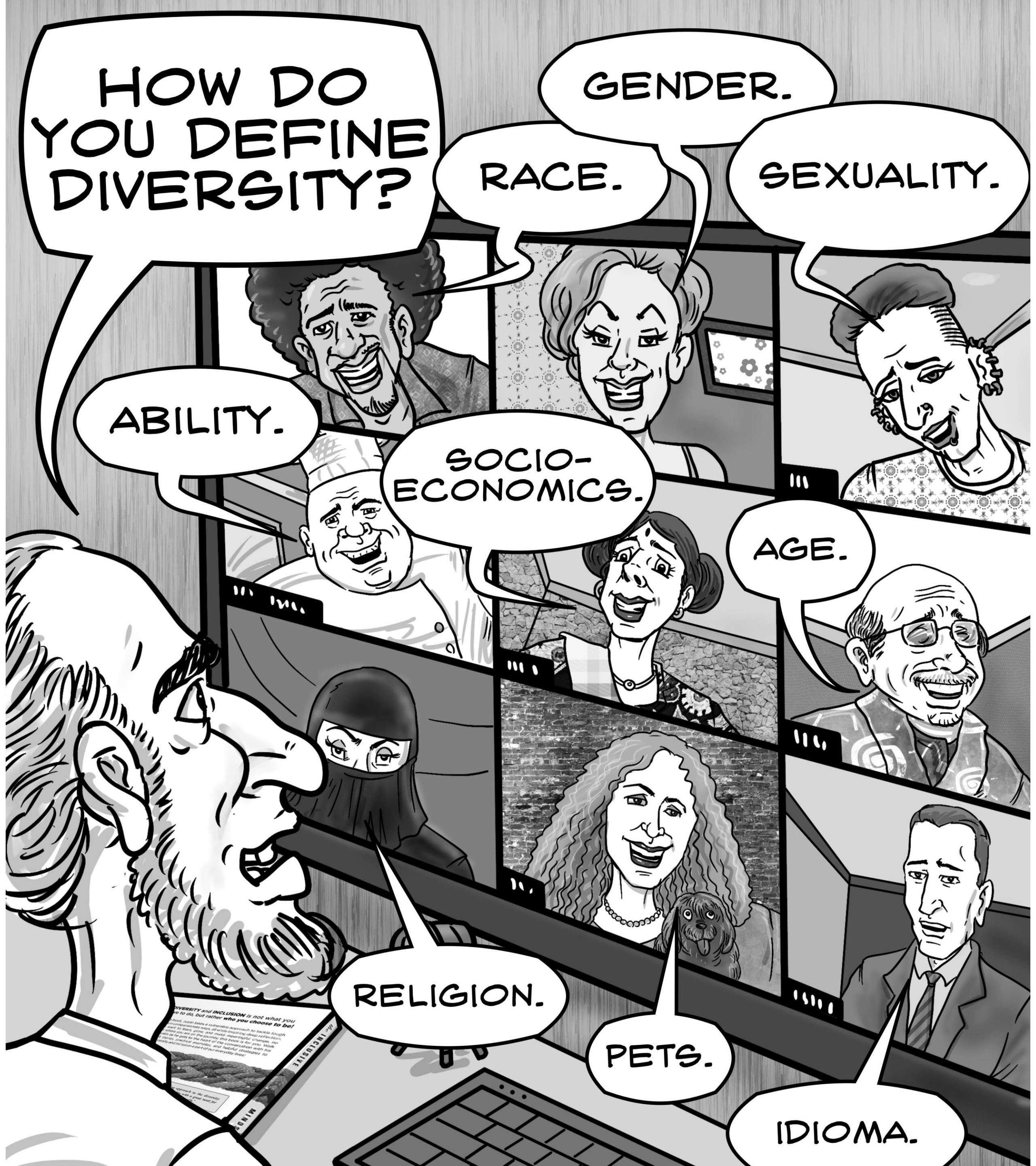






A piece of brown cardboard with a hole and a tear. The hole is on the right side, and the text "What's your story?" is visible through it. The tear is on the left side, and the cardboard is folded over it.

**What's your story?**



HOW DO YOU DEFINE DIVERSITY?

GENDER.

RACE.

SEXUALITY.

ABILITY.

SOCIO-ECONOMICS.

AGE.

RELIGION.

PETS.

IDIOMA.

INCLUSIVE



3







The Big 3

Diversity at its simplest  
form is just DIFFERENCE.

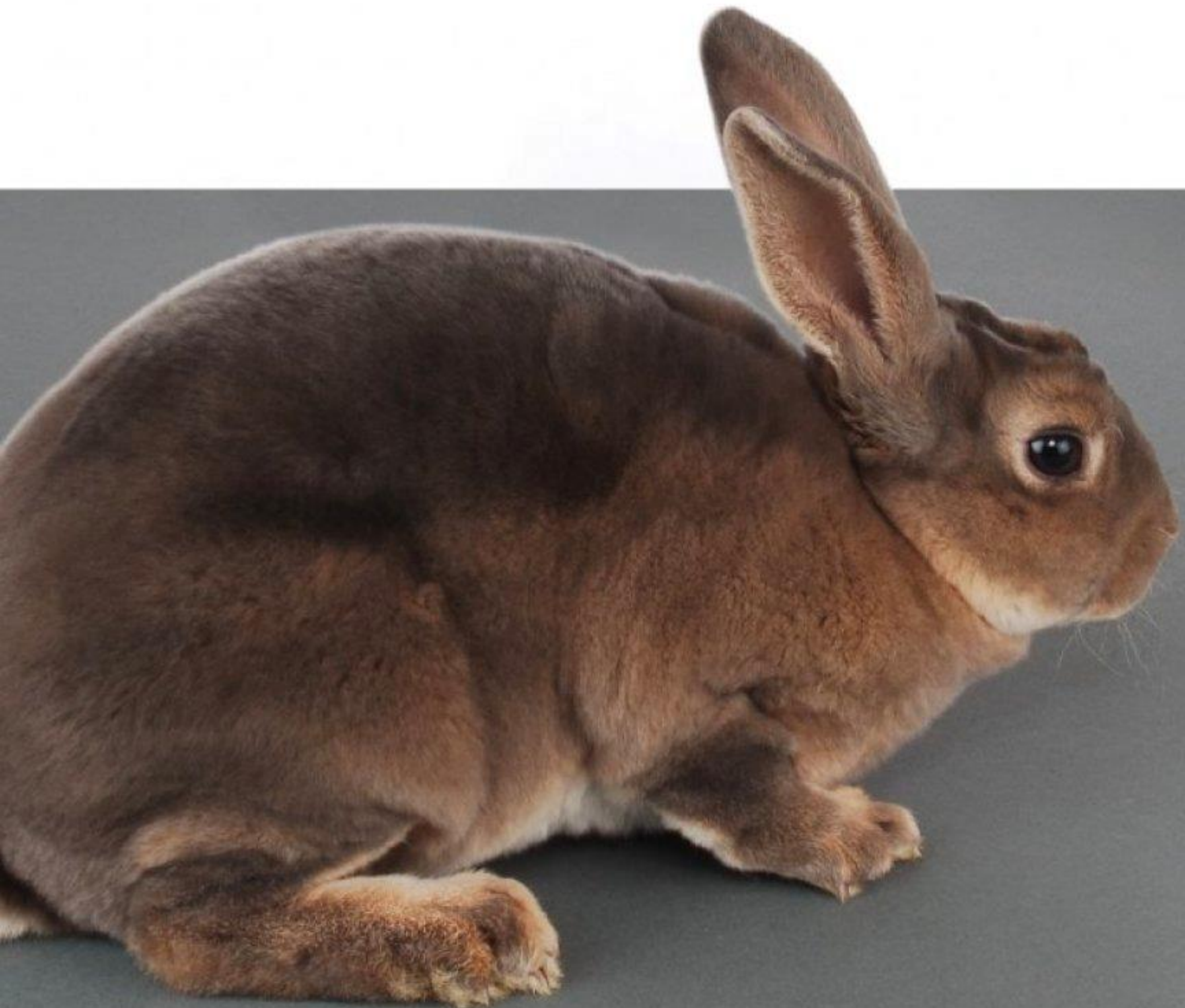
@iWorkMeaningful

# The Inclusive Mindset VISION









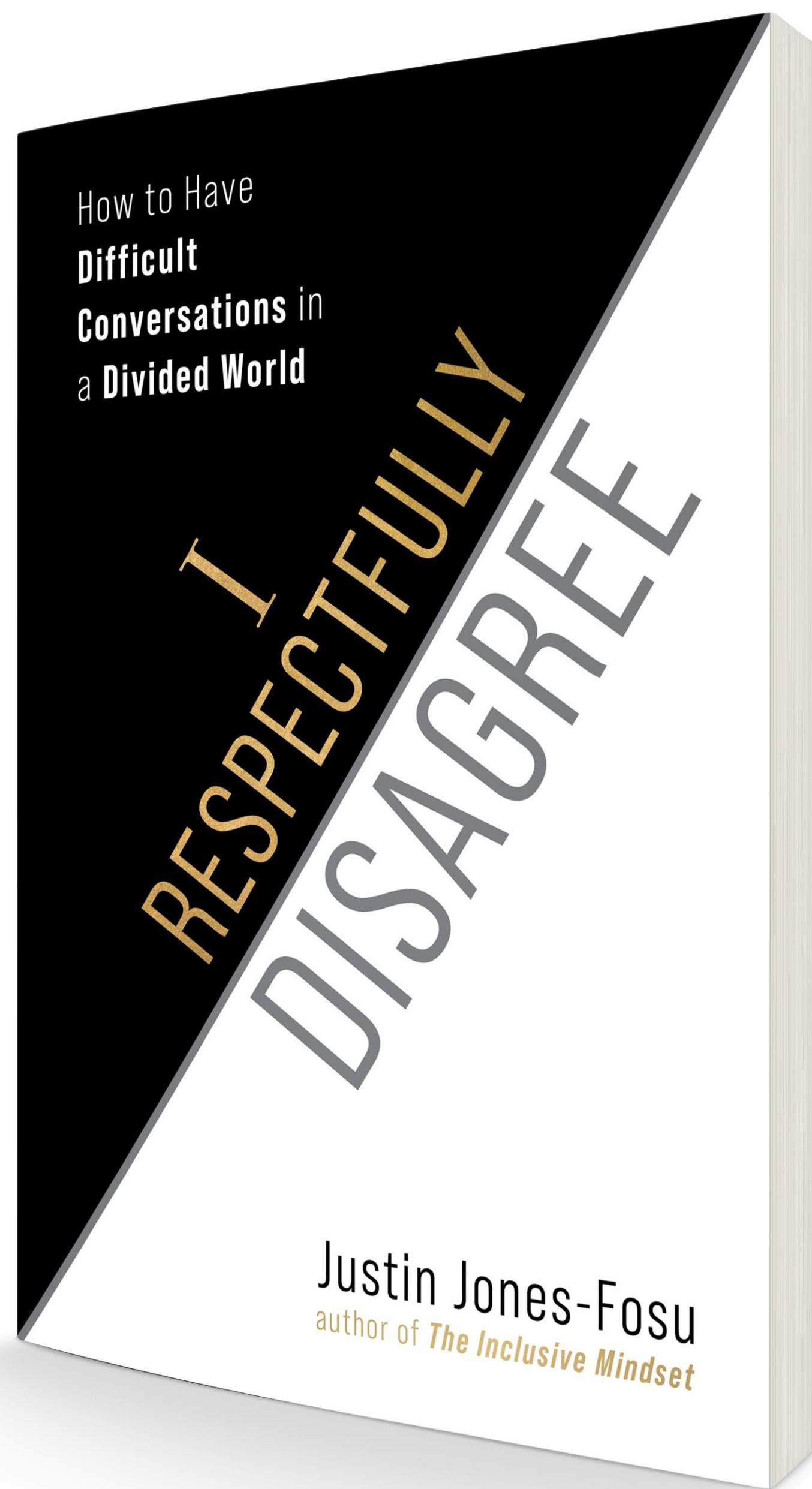


**uncomfortable**

Diversity

DiversiME





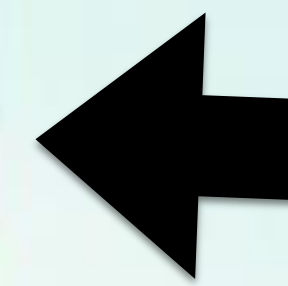
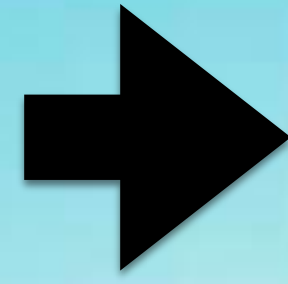
How to Have  
Difficult  
Conversations in  
a Divided World

I  
RESPECTFULLY  
DISAGREE

Justin Jones-Fosu  
author of *The Inclusive Mindset*

“We can vehemently disagree with someone’s ideology, and yet passionately pursue their humanity”

**Deficit**  
**“what’s missing”**



**Abundance**  
**“what’s there”**

# The Inclusive Mindset VISION





# Inclusive/Exclusion Mindset Continuum

Exclusion

Inclusive



I don't want to

I have to

I get to

I love to

"Failure is an opportunity to grow"

## GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

## FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

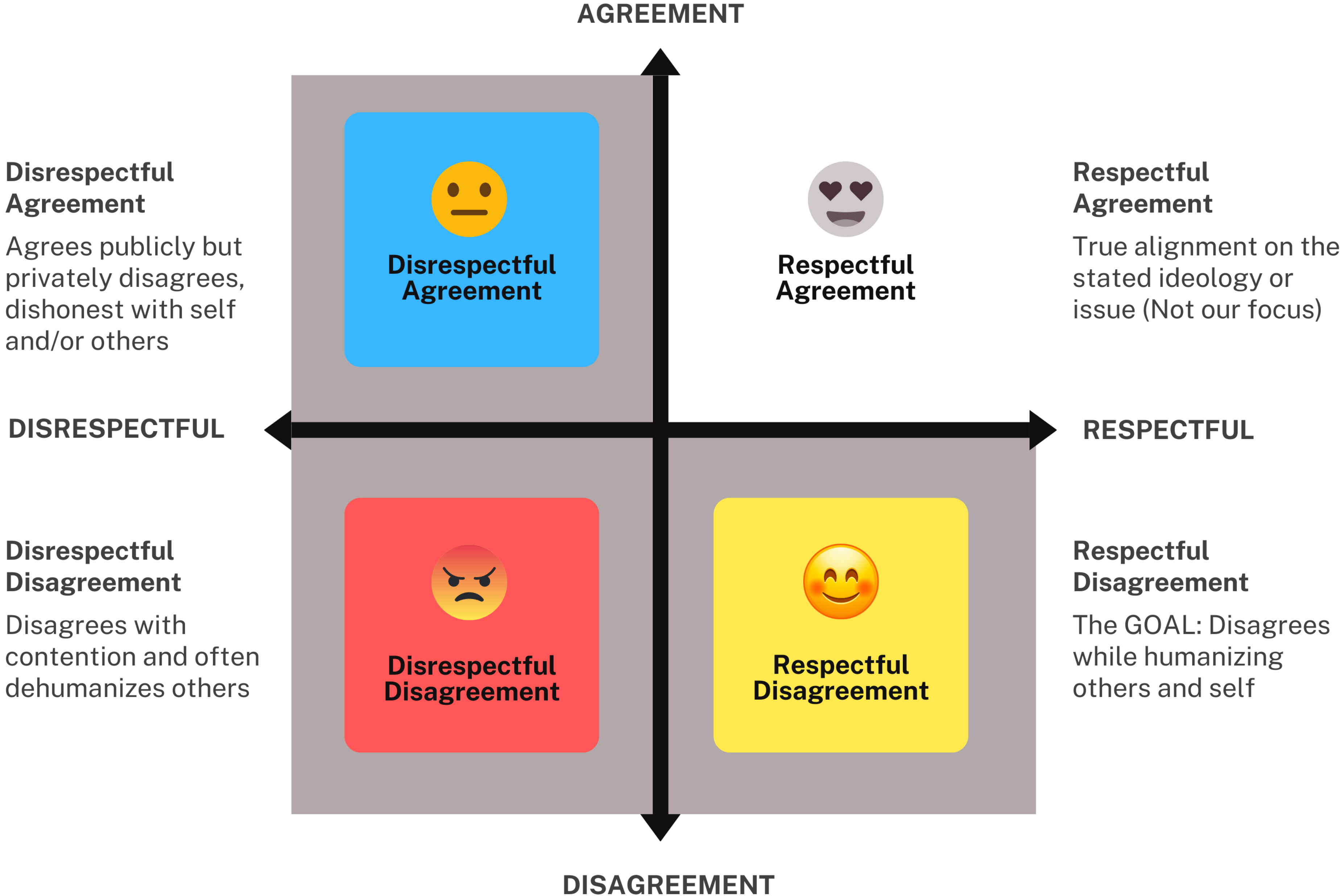
"I stick to what I know"



*Seek to be more*  
**INTERESTED**  
*than INTERESTING*

@iworkmeaningful

# The Four Responses of Conversation Conflict





| # | Societal View   | Golden Respect  |
|---|---|---|
| 1 | You must earn respect.  | Everyone should be given respect, value, and dignity.   |
| 2 | You only give respect when it is given to you; otherwise, you are weak and a pushover.  | We make the courageous and strong choice to give respect, whether or not it is reciprocated.  |
| 3 | Respect means agreeing with others when you don't.  | Respect means being honest with ourselves and others, filtered through a heart to help and not harm.  |
| 4 | Respect means being in awe of a person and holding them in high regard.   | You value the humanity of the person even if you do not like them, what they represent, or what they believe.                                   |
| 5 | Respect means being passive. You can't be critical and express a different opinion or perspective, especially to those in power.                        | Golden Respect allows for being assertive. Providing alternative perspectives is good, while also valuing others and hearing their perspective. |
| 6 | Respect is about being "nice," "polite," and diplomatic to all people (external focus) without regard for what you really feel and think (how-to only). | The goal of Golden Respect is sharing your truth in love, with a heart to help and not harm the other person (how-to and why-to).               |
| 7 | Being respectful means avoiding conflict at all costs.  | Golden Respect sees healthy conflict as a means for growth.   |
| 8 | A person's title grants them respect.   | A person's humanity grants them respect.  |

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| 8  | A person's title grants them respect  | A person's humanity grants them respect   |
| 9  | Respect means being obedient to those in authority.   | Golden Respect means fully acknowledging that the person you disagree with has the power to choose their perspective.                           |
| 10 | Respect is about eye contact and open body language.  | While nonverbal cues can indicate how a person feels, Golden Respect is more about the heart than external cues.                                |



5 Self Model

Superior Self

**Equal Self**

Inferior Self

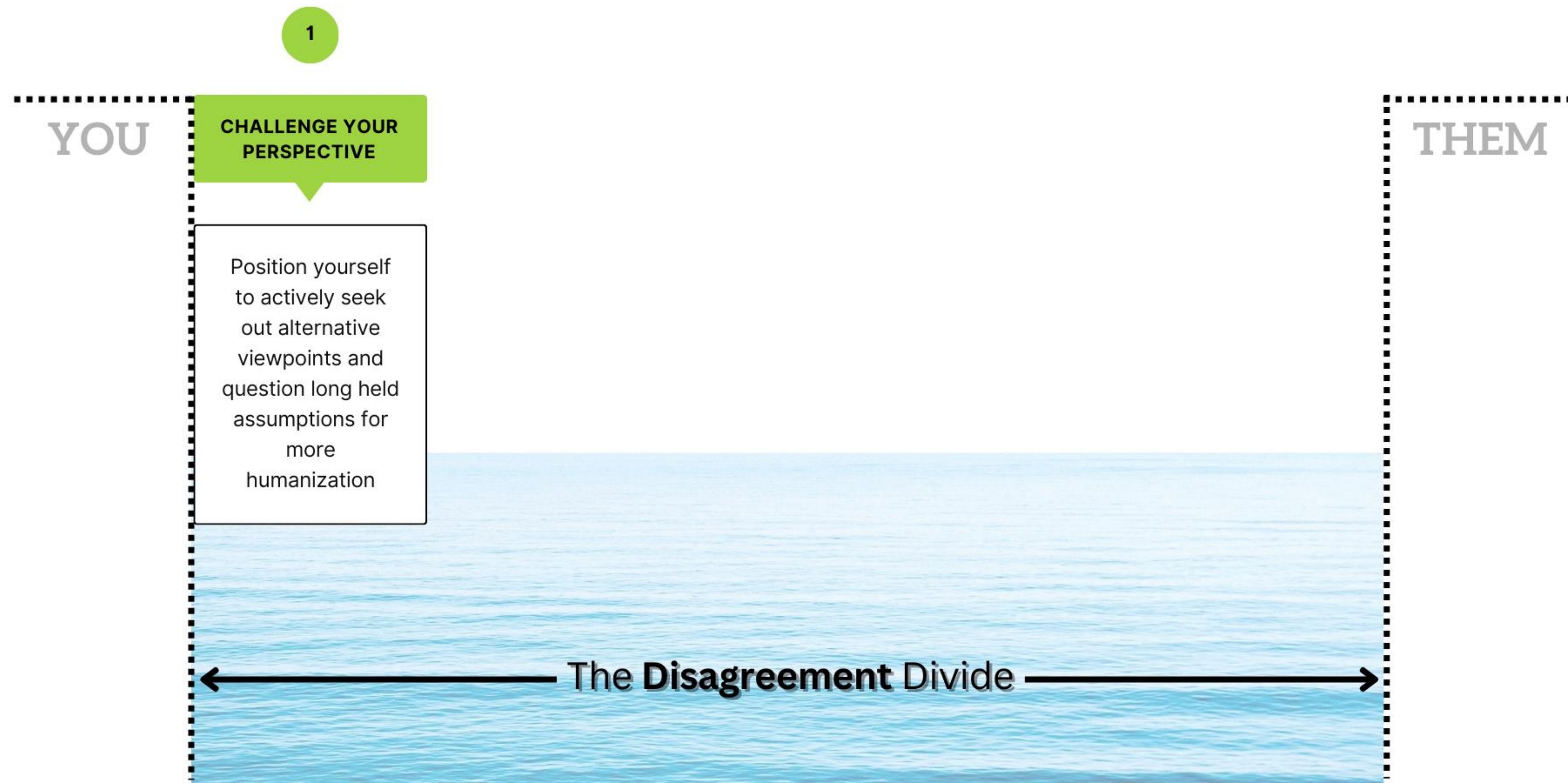
# The 5 Pillars

of Bridging the Divide



# The 5 Pillars

of Bridging the Divide





**WELCOME!**  
*I hope you brought beer.*

What are Your Inviting  
(Invite-able) Behaviors?

@iworkmeaningful

OUT THE

HAVE AN

~~OPEN~~

DOOR

POLICY



THE

**Circles of**<sup>TM</sup>

**Grace**

**CHALLENGE**

1 r m c <sup>TM</sup>



W W

**1mmc**™



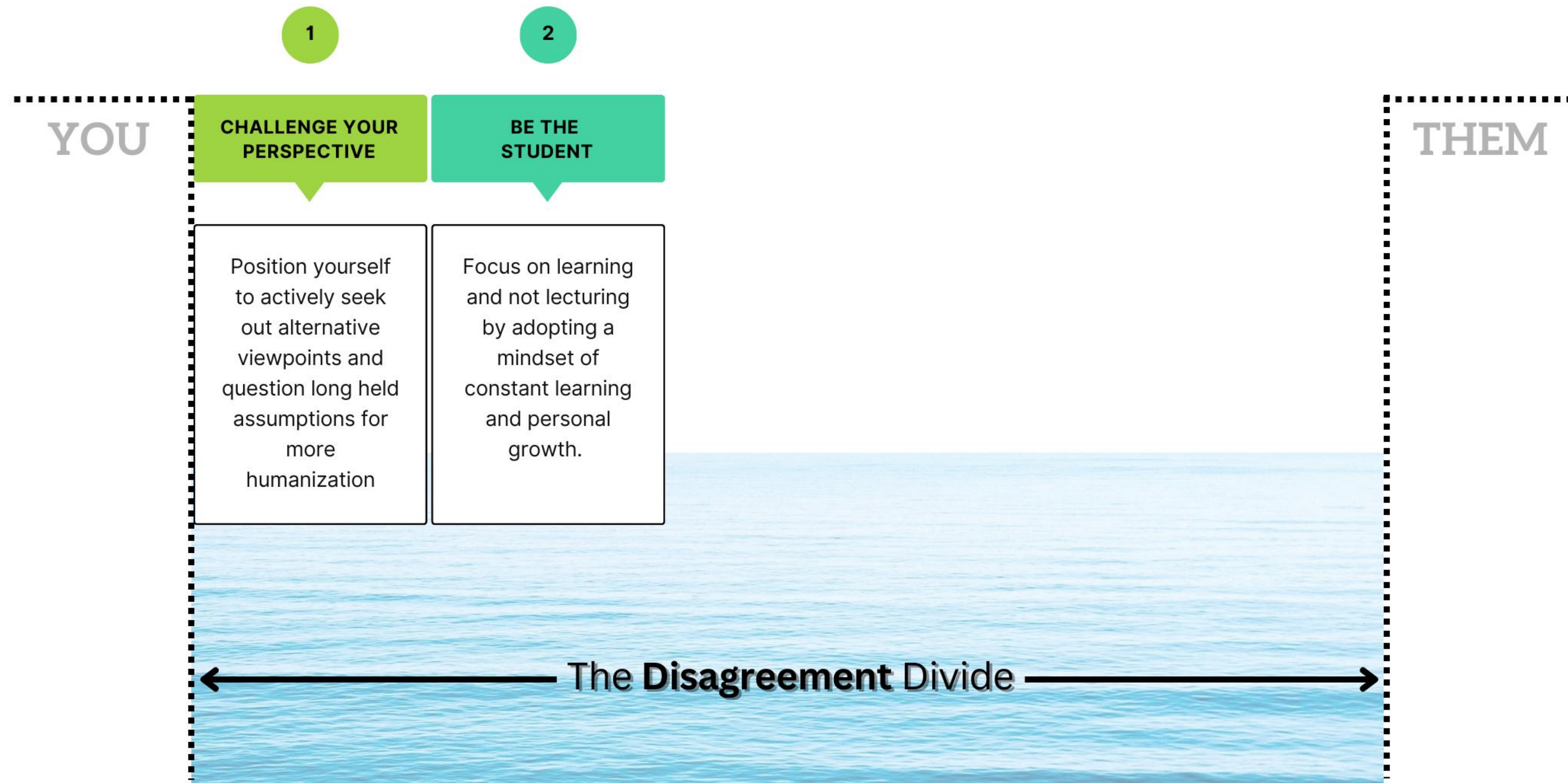
**mm**





# The 5 Pillars

of Bridging the Divide





# Courageous Curiosity





A close-up photograph of a person's hand cupping their ear, symbolizing listening. The hand is positioned behind the ear, with the fingers spread and the palm facing the ear. The person's skin is light brown, and their dark hair is visible on the left side of the frame. The background is a plain, light gray color.

# Authentic Listening

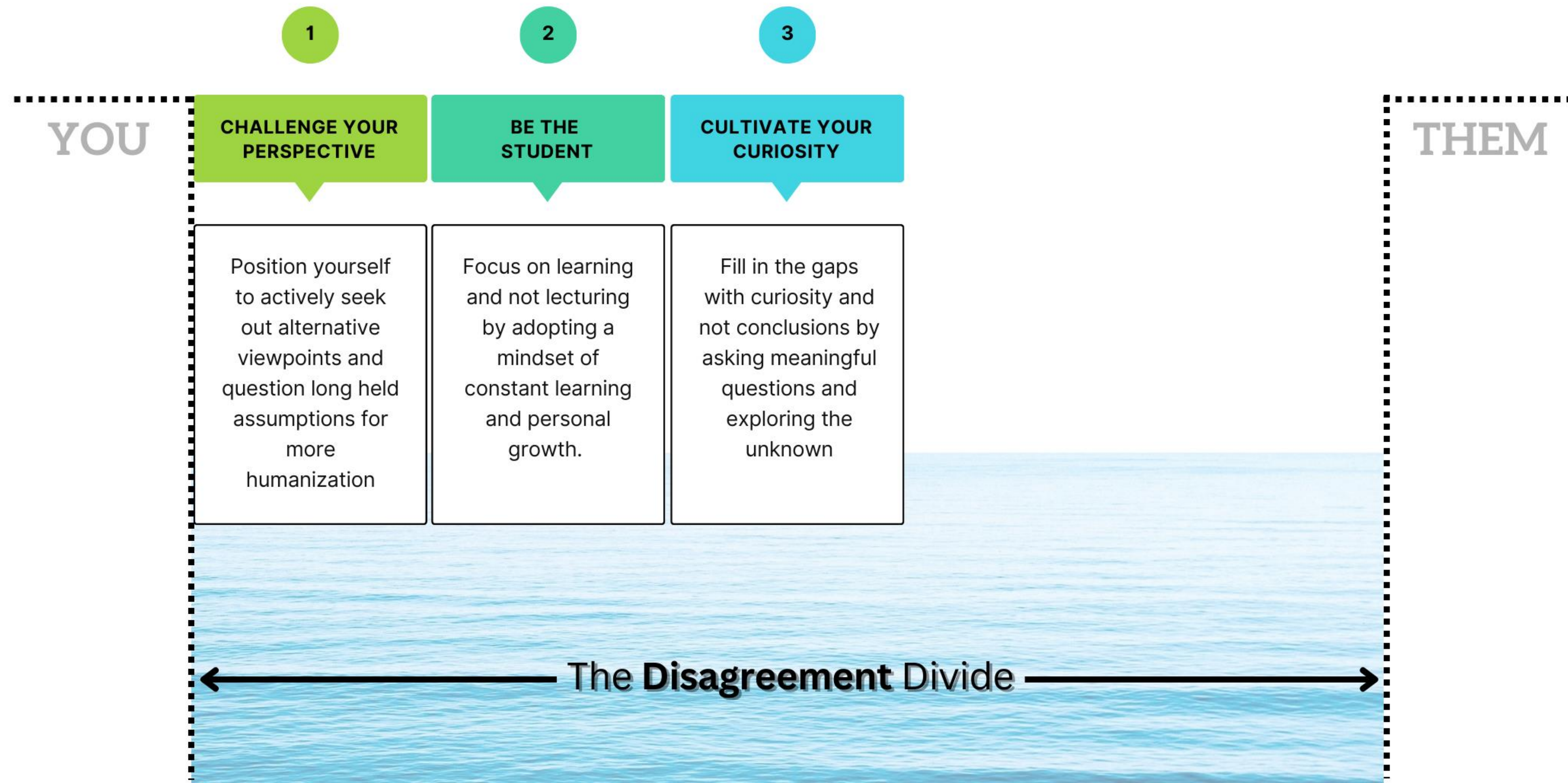
EXIT 1A

Don't Take Me  
PLEASE

EXIT  ONLY

# The 5 Pillars

## of Bridging the Divide





**THE POWER OF**

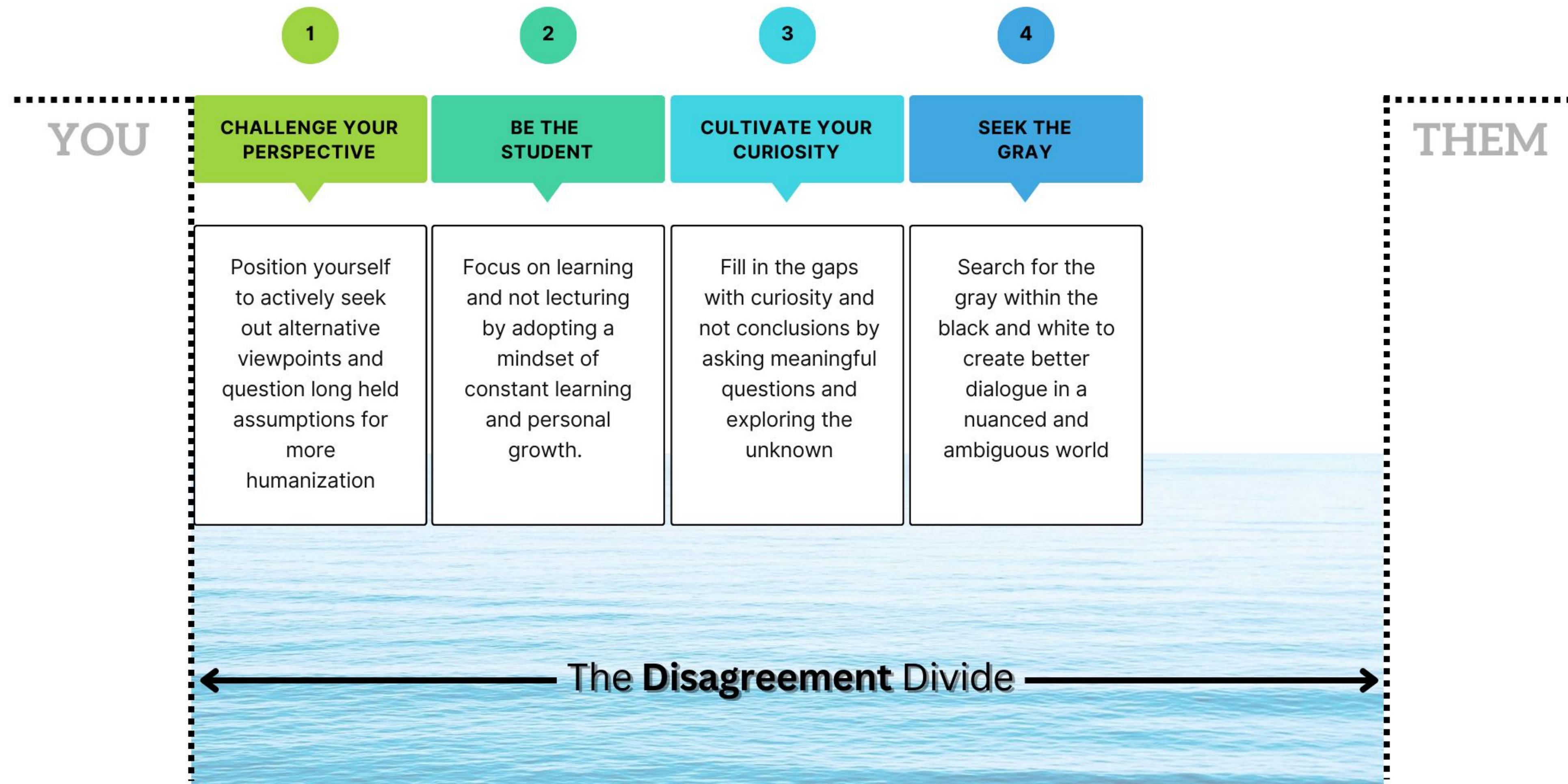


*What has been a  
major moment in  
your life that has  
shaped who you are  
today?*

@iworkmeaningful

# The 5 Pillars

## of Bridging the Divide



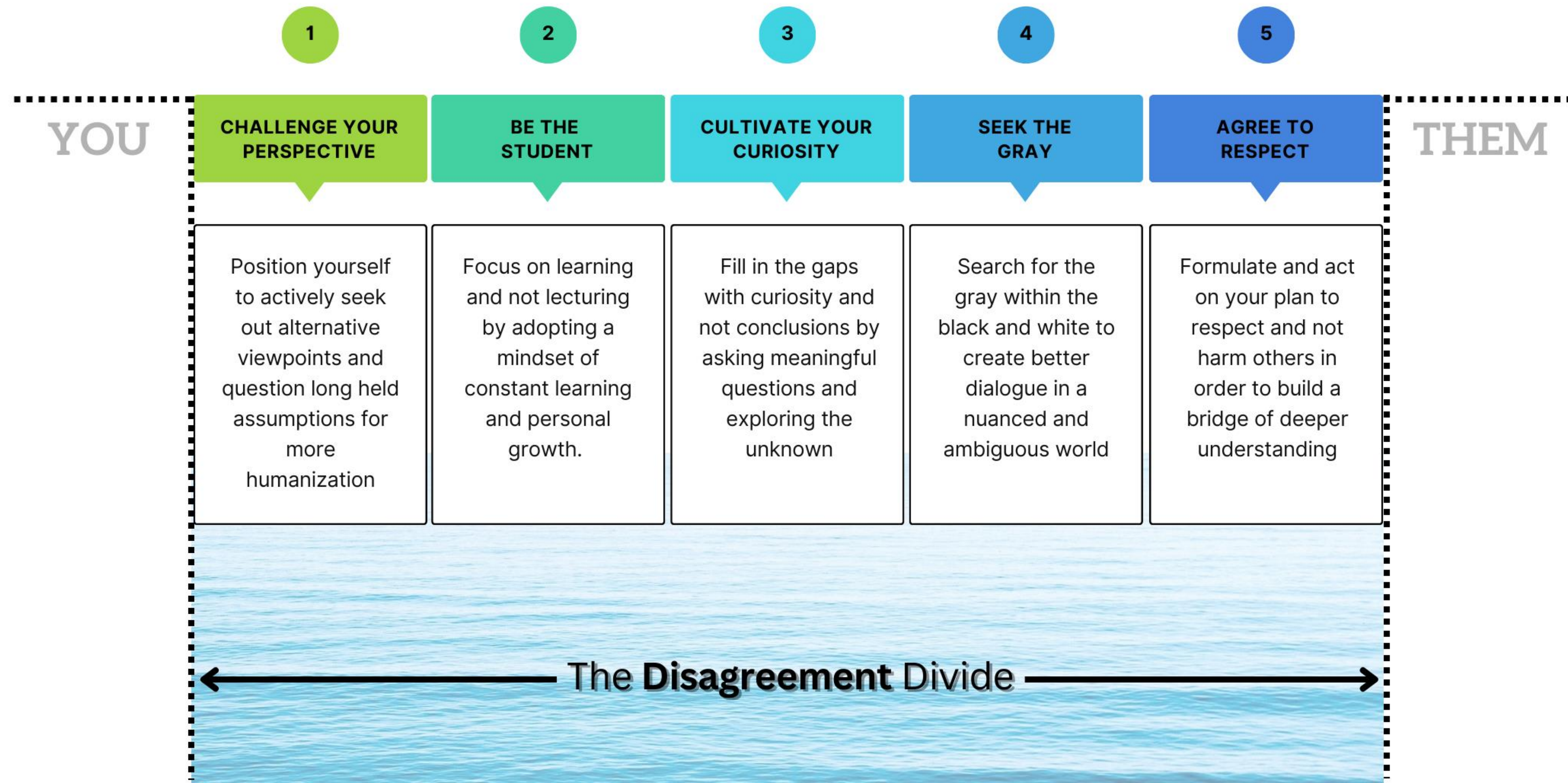






# The 5 Pillars

## of Bridging the Divide



**3FA**

Thank You,  
Because

ASK

A neon sign spelling the word "ASK" in bright blue, glowing letters. The letters are made of thick, curved neon tubes. The sign is mounted on a dark, textured wall. The letter 'A' is on the left, 'S' is in the middle, and 'K' is on the right. The sign is illuminated from within, causing it to glow with a vibrant blue light. The background is dark, making the glowing letters stand out prominently. The sign is held in place by small metal brackets and screws. A power cord is visible at the bottom of the sign.

## Acknowledge Understanding

*“I see your point...”  
and “I understand...”*

## Make Positive Statements

*“Yes” and “right,”  
not “no” and “wrong”*

# Conversational Receptiveness

## Find Points of Agreement

*“I agree” and  
“you’re right”*

## Hedge to Soften Claims

*“Somewhat”  
and “might”*

Adapted from: Yeomans, M., Minson, J., Collins, H., Chen, F., & Gino, F. (2020). Conversational receptiveness: Improving engagement with opposing views. *Organizational Behavior and Human Decision Processes*, 160, 131-148.

**ACTiOn**

**What will you do?**



**STAY CONNECTED**

---

Justin @ workmeaningful.com

@ iWorkMeaningful





# Give feedback to Justin

(and get the additional resources)

Scan this QR code



Or go to

<https://talk.ac/iworkmeaningful>

and enter this code when prompted

INCLUSIVE