

Company Culture

Shift Your Brilliance: Takeaways From the Culture, Diversity and Inclusion Summit

What are you doing to level up?

The Culture, Diversity and Inclusion Summit, themed LEVEL UP, virtually assembled our culture champions and diversity and inclusion ambassadors from around the world to discuss new ways to embrace mindset shifts and harness their brilliance for positive change.

[Simon T. Bailey](#), a dynamic speaker and author, shared his experiences and his advice on shifting our brilliance for the better. He encouraged us to commit to human service beyond customer service.



Here are three takeaways to shift your brilliance.

Ignite a fresh vision and embrace the shift.

Change is inevitable, be it personal, professional or in other aspects of life. By understanding this, you can lean into transformation and embrace incoming mindset shifts.

“We change, or will be changed by change,” Simon said. “But, when we embrace that change, amazing things will happen.”

This presents new opportunities to better include, learn and innovate. Asking bigger questions is a good way to find new room for growth. This enables you to think critically about the way you, or your team, do things. It may be difficult to poke a hole in the status quo; however, it may result in a more efficient process or decision.

During his keynote, Simon took off his watch from his right wrist and fastened it on his left. A small change such as this may take some getting used to, but it offers a new perspective of people who wear their watch on their left wrist. Still, change

may not come easy. You may keep looking at your right wrist for a watch that has moved.

In an example, Simon shared about his visit to Paris, France. Instead of taking the elevator to the top of the Eiffel Tower, he opted to take the stairs—and temporarily regretted the decision as he paused, halfway up the stairs, to catch his breath.

Was it worth it? Yes.

The elevator was easier, sure, but the stairs were a challenge to overcome. He tried something different, gathered a unique perspective, learned and walked away with a better experience.

Take the wheel.

“You wake up and contribute to diversity and inclusion (D&I) not because you have to, but because you want to. I encourage you to embrace that shift, and to level up,” Simon remarked to the summit participants.

Our culture champions and diversity and inclusion ambassadors stepped up and took new opportunities, on top of their official assignments. They contribute to our diverse corporate culture as a result.

Get behind the wheel of your career by asking yourself: What can I park, start or accelerate?

As Simon explained, a process or idea that doesn’t work, should be “parked.” You “start” something that demands action. If something should be “accelerated,” then it is something that works and is good or worthy of celebration.

If you have room on your plate, seek out new opportunities by asking the right questions and being a good listener.

“Hearing is a courtesy, but listening is a compliment,” Simon said. “Listen to learn first, not to respond.”

(Continued on Next Page)

Company Culture

Fuel your mind.

As an employee, the best way to adapt to change is to continue developing your skills and fueling your mind. Skills such as creativity, collaboration, persuasion, emotional intelligence and adaptability are [some of the most important skills](#) for the next five to 10 years of growth.

Of these skills, adaptability may be the hardest to cultivate, but produces new opportunities.

“[Adaptability](#) is where creativity and flexibility meet,” Simon explained. “Instead of getting bogged down by what happened, ask yourself, what can I do?”

Consider keeping a journal and documenting the answers to questions such as:

- What did I learn?
- How did I grow?
- What did I see?
- What do I know?

Your teams will also be better for these skills. According to Harvard Business Review, teams that are more cognitively diverse [solve problems faster](#).

Resources

1. Access event recording at:

<https://onsemi.webex.com/onsemi/lsr.php?RCID=b2649f0b17b247c6947c5693a794e172>

2. Access Simon T. Bailey’s Shift Your Brilliance audio book that has been loaded into Percipio at: <https://share.percipio.com/cd/xgzywcU2Q>

3. Access the first chapter of Simon T. Bailey’s book *Shift Your Brilliance* [here](#).

Thanks to event planning team members Alicia Scott, Cheryl Johnson, Jill Partridge, Heidi Hogan and Hye Rin Yoon.



**ourculture. ourpeople.
ourfuture.**