



**D**iversity **E**quity **I**nclusion

# Developing Individual Skills in Social Sustainability

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# Managing Social Sustainability in Business: An Individual Exercise

In this assignment, you will use a **Digital tool for social sustainability in business** <https://tool.dei4sme.eu> to learn about your inclusion competencies and how to develop them further.

## Learning Outcome & Personal Benefits

By completing this assignment, you will be able to:

- define the level of your inclusion competencies,
- identify and develop suitable strategies for your inclusion competency development.

This exercise supports your growth as a **responsible and inclusive business leader**.

## Your Task

This is an individual activity intended for your personal development. Please start with getting familiar with why inclusion competencies are important, especially to managers in smaller firms: <https://tool.dei4sme.eu/en/inclusion-competencies/>

Before you start self-assessment, please consider watching several of these videos to understand our biases and how we could reflect on them when doing self-assessment:

- "Are you biased? I am" by Kristen Pressner in TEDxBasel:  
[https://www.youtube.com/watch?v=Bq\\_xYSOZrgU](https://www.youtube.com/watch?v=Bq_xYSOZrgU)
- „The danger of a single story" by Chimamanda Ngozi Adichie at TedX:  
<https://www.youtube.com/watch?v=D9lhs241zeg>
- "The Empathy Gap" in The Science of Empathy:  
<https://www.youtube.com/watch?v=bdLOkqMfRjk>

After getting familiar with the background of this assessment and its importance, please use the same link to complete the self-assessment: <https://tool.dei4sme.eu/en/inclusion-competencies/>  
Be as aware and self-critical as possible when completing this assessment. The more honest with yourself you are, the better results you will get.

**After completing the self-assessment, read the results and suggested actions for self-development. Reflect on:**

- your strengths and areas for improvement as a (future) manager,
- how managerial attitudes and behaviors influence firm-level social sustainability, and
- how inclusive leadership supports better strategic decisions.

### Output:

- Pdf with the results from the personal assessment.
- Create a short personal development plan based on your results. Consider the strategies that the system provided to you and the ones you find yourself. Explain how and why they can be helpful to your specific case.

## The use of AI

The use of AI is allowed in this activity and can support you in completing the task, e.g., summarizing some company materials, improving the language, etc.

However, reports that are based on general AI-generated text without individual-focused analysis will not be accepted. The materials should be specific to your case and should make sense across the outputs.

It would be ideal if students included in each output a commentary on how AI was used.

## About digital tool & some user tips

This digital tool is for **managing, reporting and learning about social sustainability**.

This tool will help small and medium enterprises (SMEs) to integrate social sustainability (including issues such as learning and development, safety, and diversity, equity, and inclusion) to enable their business development and growth.

Moreover, a tool enables SMEs to easily report their activities concerning social sustainability and therefore comply with the EU social sustainability reporting requirements in an easy and resource-efficient way.

The needs for such a digital tool were identified through extensive data that was gathered through 2 surveys and 8 focus groups in Austria, Finland, Germany, and Lithuania. The identified needs were addressed through research work at the University of Vaasa, which developed the digital tool.

### The digital tool has:

- ‘Learn & Plan’ section with 4 assessment tools on how the firm engages in each area where they can embed social sustainability, forms for planning actions, and plenty of examples and resources for learning.
- Social sustainability reporting form (built on best sustainability reporting practices)
- VSME-aligned social sustainability reporting part that follows VSME requirements and legal language

- Individual inclusion competency assessment tool that also provides steps for personal development based on answers submitted
- Educator's guide on how to use this tool for teaching.

**For further tips and information, please visit FAQ:** <https://tool.dei4sme.eu/en/faq/>

Also, welcome to check out **Glossary** for less familiar terms: <https://tool.dei4sme.eu/en/glossary/>