



Guide 06



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Cofunded by
the European Union

Fatigue to Forward: A Leadership Re-Engagement Toolkit

A practical guide for managers and decision-makers ready to re-engage

About This Tool

As businesses in the semiconductor industry and beyond strive for inclusive, fair, and innovative workplaces, many leaders and employees face a growing challenge: **inclusion fatigue**. This can feel like frustration, emotional exhaustion, or disengagement from efforts meant to support fairness, belonging, and opportunity for all.

This toolkit is designed to help **leaders and managers** reflect on their current mindset, recognize signs of fatigue in themselves or their teams, and take small, realistic steps to re-energize their role in shaping an inclusive culture.

Why This Matters

- **Inclusive leadership is a long-term journey.** Building equitable workplaces takes time, trust, and shared commitment. Progress isn't always immediate, but it accumulates.
- **The work is ongoing—and worth it.** Even when results take time, consistent inclusive action leads to stronger teams, better innovation, and long-term business success.
- **Fatigue is normal—and addressable.** Just like any major change, inclusion efforts can feel heavy at times. Leaders play a key role in keeping the work meaningful, realistic, and alive.

Leadership Check-In Tool

Who should use this: Team leaders, project leads, people managers

When to use it: Quarterly, or when you or your team feel stuck or disengaged.

Time needed: 15 minutes for self-reflection and planning

1. Self-Check: How am I feeling right now?



(Answer "Yes", "No", or "Not sure")

- ☒ I currently see inclusion work as more of a burden than a value-add.
- ☒ I don't feel like we're making much visible progress.
- ☒ My team is less responsive or engaged in inclusion efforts.
- ☒ I'm not sure how inclusion connects to our team goals.
- ☒ I feel like I'm carrying this work mostly on my own.

If you check 2 or more boxes: You're likely facing some level of inclusion fatigue. Time to pause and recalibrate.

2. How's my team doing?



Use this scale to reflect on team climate. (1 = very low / 5 = very high)

	1	2	3	4	5
Team members feel a sense of belonging	☐	☐	☐	☐	☐
Team is open to diverse views	☐	☐	☐	☐	☐
Willingness to engage in inclusion efforts	☐	☐	☐	☐	☐

3. What can I do this month? Small steps, big impact



Choose 1–2 small, achievable actions:

Reconnect to purpose

- ☐ Share why inclusion matters to our team's success
- ☐ Acknowledge the time it takes to see change and that we're learning along the way

Make inclusion a shared practice

- ☐ Ask the team for one small idea to improve belonging
- ☐ Name and celebrate inclusive behaviors you see

Take care of yourself as a leader

- ☐ Talk to a peer or mentor about leading inclusively
- ☐ Block time to read or listen to something inspiring
- ☐ Remind yourself: progress doesn't mean doing everything—just doing something

4. Quick Reflection



(Optional—write down or think through)

- What's surprised me about how I'm feeling?
- What might I stop doing, and what could I start instead?
- What's one realistic action I'll take in the next 30 days?

5. Advice on how to navigate doubt and fatigue

Doubts or discomfort with inclusion work are both long-term effects that accompany any change process —this is not because managers oppose fairness, but because they feel stretched, unsure of what's expected, or don't see how it connects to their daily responsibilities.

Especially in high-pressure environments like semiconductor engineering, where efficiency and productivity are core values, inclusion efforts may be seen as competing with delivery or technical performance. I, practical strategies for reframing hesitation or resistance constructively.

1. Start with empathy and curiosity

"I hear that you're feeling stretched—this work can sometimes feel like 'extra.' Let's talk about how we can make it feel more purposeful and manageable."

- Validate concerns without assuming opposition.
- Ask open questions: "What feels hard or unclear?" or "What would help you feel more confident here?"

2. Connect inclusion to shared success—not obligation

"Building strong teams where people feel respected and heard helps us work better together, especially under pressure."

- Emphasize long-term efficiency and team resilience.
- Show how inclusion aligns with team values like innovation, collaboration, or safety.

3. Offer room for reflection and ownership

"We're all still figuring this out. Let's look at what's working, and what could use a different approach."

- Avoid presenting inclusion as a fixed checklist or moral test.
- Invite colleagues to help shape inclusive practices that fit your team's unique context.

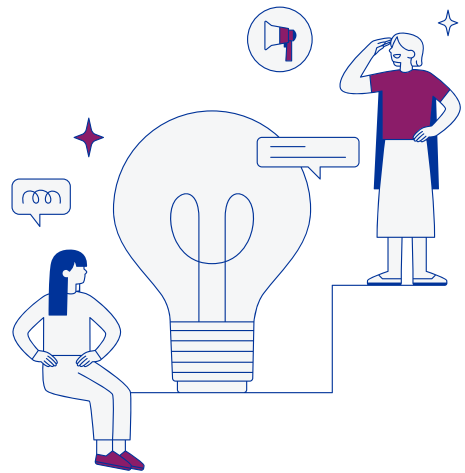


When inclusion is framed as care—not correction—it becomes easier for teams to see its value. Managers don't have to 'have all the answers'—just the willingness to lead with purpose and flexibility.

Final Thought

You don't have to be perfect to make a difference.
Just stay engaged.

By reflecting honestly, taking care of yourself, and choosing small, intentional actions, you help build workplaces where everyone can thrive—including you.



Further curated readings for inspiration

- [Do you have 'diversity fatigue'?](#)
- [The Ins & Outs of DEI Fatigue](#)
- [Diversity Fatigue: Addressing Burnout in DEI Efforts](#)



Find more opportunities and tools, get in touch with the ECDA team!



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The European Chips Diversity Alliance has received funding from the
European Education and Culture Executive Agency (EACEA)
under project No 101140006