INCLUSION SCANNING

WHAT IS INCLUSION SCANNING?

Inclusion scanning is the intentional practice of observing your group to assess whether everyone is being seen, heard, and valued.

1. *Who's speaking regularly? Who hasn't spoken at all?*
2. *Who's making eye contact or nodding - and who seems withdrawn or distracted?*
3. *Who's consistently chosen for leadership or praised publicly?*
4. *Are participants responding to each other - or only to you?*

REAL-TIME SCANNING AND ADAPTIVE RESPONSE

Once you start noticing who isn't fully engaged, the next step is to adjust in real-time. Here are three go-to responses when your scan reveals uneven inclusion:

OPEN THE CIRCLE

Say: "I'd love to hear from someone we haven't heard yet."
Use think-pair-share to create safety for less vocal participants.

SWITCH THE MODE

If the group feels flat, shift from verbal to movement, drawing, or writing.
Inclusion is how we invite expression.

CHECK YOUR CUES

Are you giving more praise to certain participants?
Pause and redistribute roles or attention to ensure fairness.

Inclusion scanning isn't just something you do during a session—it's something you build into your sessions from the start. Strengthening this skill means planning for different needs, watching for imbalances, and redesigning on the fly when something's off.