

INCLUSIVE LEADERSHIP ASSESSMENT™

INSTRUCTIONS

Call a meeting with people in your organization to discuss the following statements. Do they hold true? If not, what would it take to get there? Identify some concrete strategies to implement as next steps.*

- 1 When someone comes to them for advice, instead of giving answers right away, leaders ask for suggestions from the individual first.
- 2 Yearly performance reviews aren't awkward or a surprise because regular feedback conversations are happening during the course of the year.
- 3 Leaders make their own survey results visible and a development plan is shared and executed on transparently.
- 4 Recruiting, retention and promotion policies are regularly reviewed and modified according to employee feedback and company goals.
- 5 Leaders regularly advocate for team members and give credit where credit is due.
- 6 Company culture has been intentionally cultivated to include diverse perspectives, values and behaviors - and does not promote adaptation to one set of norms.
- 7 Employees feel free to express their ideas and opinions without fear of negative consequences.
- 8 Employees and leaders practice empathy by listening and understanding the perspectives of others.

* If you would like support in facilitating the conversation with an external facilitator, contact Melissa Lamson at melissa@lamsonconsulting.com.