

Leadership Assessment Grading Disclosure

How are the categories calculated?

The Leadership Assessment contains 8 leadership competencies, which are assessed using both Multiple Choice and Select All That Apply types of questions. Each of the answer choices fall into categories that we've named **Unacquainted**, **Understanding**, **Evolving**, or **Extending**, to indicate the person's skill level with this competency. Each of these categories has a score range associated with it.

Multiple Choice Score Table:

Unacquainted	Understanding	Evolving	Extending
1	2	3	4

For each question, one choice is allowed. If a user selects an answer choice deemed Unacquainted, the number of points received is 1 point. If a user selects an answer choice deemed Extending, they receive 4 points. The maximum number of points for all Multiple Choice questions is 116 points.

Select All That Apply Score Table:

Extending	Extending	Evolving	Evolving	Under-standing	Under-standing	Un-acquainted	Total Points
0.9	0.9	0.6	0.6	0.4	0.4	0.2	4

Each Extending Answer is allocated .9 points, and so on. Users score the maximum number of points on this type of question by selecting all answer choices. The maximum amount of points that can be allocated to Select All That Apply is a total of 32 points.

Point Allocation Table:

The table below highlights the point ranges included in each scoring category. Note, within some competencies, Unacquainted and Understanding contain more points allocated to them. This is due to the fact these competencies often require less action or engagement, therefore, in order for a participant to receive a higher score, they need to select more actions that they would take.

Competency	Unacquainted	Understanding	Evolving	Extending
Commitment	1-2 points	3-4 points	5-6 points	7-8 points
Point Allocation	2	2	2	2
Belonging	3-5 points	6-8 points	9-10 points	11-12 points
Point Allocation	3	3	2	2
Cultural Intelligence	5-10 points	11-16 points	17-22 points	23-28 points
Point Allocation	6	6	6	6
Equity Lense	4-9 points	10-14 points	15-19 points	20-24 points
Point Allocation	6	5	5	5
Building Trust	5-8 points	9-12 points	13-16 points	17-20 points
Point Allocation	4	4	4	4
Compassion	4-8 points	9-12 points	13-16 points	17-20 points
Point Allocation	5	4	4	4
Curiosity	4-7 points	8-10 points	11-13 points	14-16 points
Point Allocation	4	3	3	3
Self Management	3-7 points	8-12 points	13-16 points	17-20 points
Point Allocation	5	5	4	4

If you have already completed the Assessment, refer to your summary report, containing a highlight of your scores within each competency. Please review the full rubric and visit our website for additional resources.