

Leadership Assessment Research Disclosure

Thank you for taking the assessment!

The Lead with Equity team wants to thank you for your participation in this groundbreaking assessment. Our assessment focuses on people managers, defined as people responsible for directly supervising or controlling the work of a group of individuals in a professional capacity. At Lead with Equity, we are focused on developing and promoting inclusive managers & leaders. Our Leadership Assessment provides behavioral benchmarks that assess managers on the competencies associated with effectively managing a diverse team and enhancing inclusion and equity in the workplace. The Assessment follows a [Disc Assessment](#) methodology, in which observable behaviors are assessed through scenario-based questions. The scenarios in the Assessment reflect real work life situations, and the answer choices reflect real life actions performed by managers. Our Assessment should be used as a tool to help managers and others who lead teams to understand how their current behaviors promote or inhibit diversity, inclusion, and equity in the workplace.

The intent behind this Assessment is to identify inclusive behaviors and actions. A low score does not necessarily indicate that someone is a bad manager, or a high score that someone is a good manager. Instead, the score indicates how the manager embodies the behaviors that lead to a more inclusive & equitable workplace. Lead with Equity will continue to provide free and paid resources, tools and training to help managers improve their skills in the Assessment areas. Following your Assessment, you will receive an outline of your score, along with tools and recommendations customized for your results.

Please review the information below, which includes an outline of our testing methodology, scoring process and other information.

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Competency Overview

Through review of work-related studies, feedback surveys, and interviews, we developed eight competencies that represent the leadership knowledge, mindsets, and behaviors that drive diversity, equity, and inclusion in the workplace. The traits below are linked to footnotes which correspond to the studies we consulted while creating the competency rubric and work-related scenarios. Please click into each link to be redirected to the accompanying article.

The eight foundational competencies are:

Self Management¹

Curiosity²

Compassion³

Equity Lens⁴

Cultural Intelligence⁵

Building Trust⁶

Belonging⁷

Commitment⁸

¹ Harvard Business Review, [How To Get Employees To Work Faster](#); Indeed, [7 Ways To Effectively Train Employees](#)

² Forbes, [Leaders: How To Respond To Negative Employee Feedback](#)

³ Charity Village, Christina Sackeyfio, [Empathy: A Key Ingredient in Effective Diversity, Equity, and Inclusion](#); Harvard Business Review, Juliet Bourke & Andrea Titus, [The Key To Inclusive Leadership](#); Entrepreneur, Nika White, [4 Ways to Cultivate Inclusion and Compassion in the Workplace](#)

⁴ McKinsey & Company, [Author Talks: How To Interrupt Bias In the Workplace](#); Deloitte, [The Equity Imperative](#)

⁵ Harvard Business Review, P. Christopher Earley & Elaine Mosakowski, [Cultural Intelligence](#)

⁶ Forbes, [12 Ways Managers Can Establish A Trusting Relationship With Employees](#); Deloitte, [Build Trust in Diversity, Equity and Inclusion Commitments](#)

⁷ Harvard Business Review, [The Value of Belonging at Work](#)

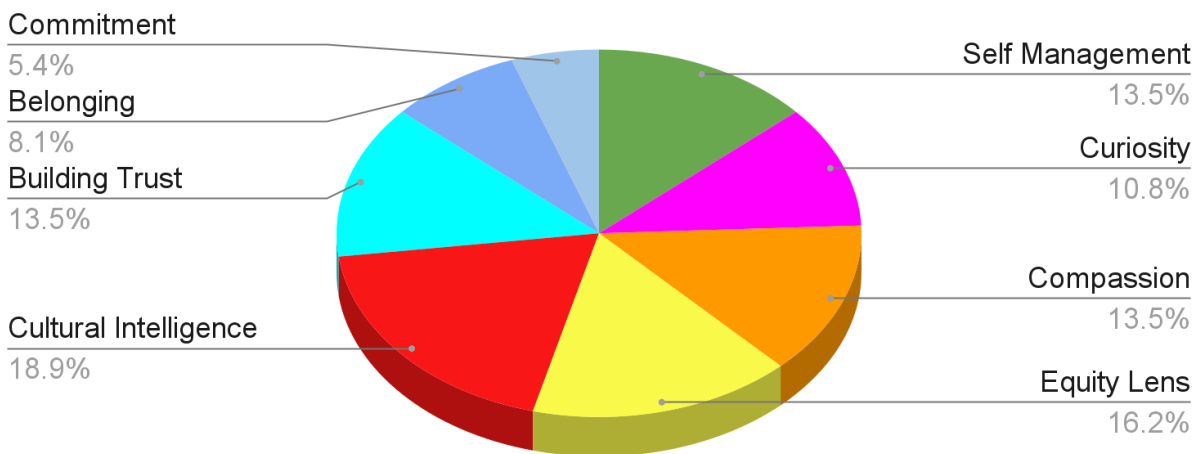
⁸ Harvard Business Review, Juliet Bourke & Andrea Titus, [The Key To Inclusive Leadership](#)

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Testing Structure:

No one trait is more important than another, however some traits (such as Equity Lens and Cultural Intelligence) have been allocated more overall points than others. This is due to the fact that these traits are more complex to assess or have more sub-traits. Our testing structure consists of two types of questions: Multiple Choice and Select All That Apply. All questions receive a maximum of four points. Number of questions aside, all traits are viewed as the same in terms of importance. It is through a combination of all eight traits that a manager is able to lead in a way that promotes diversity, equity, and inclusion in the workplace.

Leadership Assessment Score Breakdown



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Scoring Rubric Overview:

Please click into each competency to review the definitions and corresponding subtraits.

Competency	Percent of Total Assessment Score
<u>Self Management</u>	13.5%
<u>Curiosity</u>	10.8%
<u>Compassion</u>	13.5%
<u>Equity Lense</u>	16.2%
<u>Cultural Intelligence</u>	18.9%
<u>Building Trust</u>	13.5%
<u>Belonging</u>	8.1%
<u>Commitment</u>	5.4%

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Multiple Choice:

The Leadership Assessment asks users to respond to situational questions by selecting which answer choice most resembles their actions, ideals, communication method, or behaviors in that specific situation. Each multiple choice question, 29 in total, has four answers. Each answer choice has been assigned a score of 1-4, and is associated with a skill level of Unacquainted, Understanding, Evolving, or Extending for that competency. The Lead with Equity team developed this a gradient within each competency to analyze the degree of action users would take in real work situations. Within each multiple choice question, the score allocation is as follows:

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 maximum amount 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.

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Select All That Apply:

The Leadership Assessment also contains Select All That Apply questions. Each question has the following number of answer choices:

Unacquainted	Understanding	Evolving	Extending	Total Answer Choices
1 Choice	2 Choices	2 Choices	2 Choices	7 Choices

Each Select All That Apply contains a total of seven answer choices.

Each question has a maximum point potential of 4 points. The point allocation is as follows:

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

Users score the maximum number of points on this type of question by selecting all answer choices. The maximum amount of points for all Select All That Apply questions is 32 points.

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Conclusion

Thank you for completing the Leadership Assessment. Your overall score is recorded within your Response Summary Report, located at the end of the Assessment. Please refer to the [Lead with Equity](https://www.leadwithequity.com) website for additional resources and upcoming events related to helping you lead in more inclusive, equitable, and effective ways.