

Inclusive leadership – self assessment

Instructions: For each statement, choose the response that best reflects your behaviour. Each option has a number (e.g 5 = Agree). Write the corresponding number in each answer box. When complete, add up your numbers to find your total score and interpret your results below.

	Score:	5	4	3	2	1
Fairness and Respect	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	
I am more likely to value the contributions of colleagues I am most comfortable with						
I am more likely to spend time with colleagues whom I feel most comfortable with						
I care about everyone equally in my team						
Collaboration	Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree	
I champion the views of individuals who think differently from me						
A person's position in the organisational hierarchy is important to me						
I use my position to promote a 'we' culture as opposed to an 'I' culture						

	Score:	5	4	3	2	1
EQ and Cultural Intelligence (CQ)		Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree
I find it easy to recognise other people’s moods						
I find it easy to put myself in the position of others						
I adapt my style when working with colleagues who work differently from me						
Empowerment and growth		Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree
I look for opportunities to promote the ideas of diverse employees						
I invest time in all team members, not just the star performers						
I provide work opportunities fairly – my decisions are not influenced by personal relationships						
Psychological safety		Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree
I admit my mistakes to others						
I am open about my professional limitations						
I respond professionally when team members bring up problems and tough issues with me						

	Score:	5	4	3	2	1
Insight		Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree
I am aware of my own biases						
I seek feedback on my behaviours as part of my professional growth						
I take a genuine interest in peoples' personal circumstances						
Trust building		Agree	Somewhat agree	Neither agree nor disagree	Somewhat disagree	Disagree
I speak up to challenge bias decisions						
My behaviours reflect organisational values, even at times of stress						
I ensure recognition reflects both performance and behaviour that aligns with our values						
My total score:						

Self-reflection post-completion:

Interpret your results

Total score	Tier	Description
21-49	Developing	You're at the beginning of your inclusive leadership journey. Focus on building self-awareness and curiosity for others.
50-77	Practising	You're already demonstrating inclusive leadership behaviours but may still have room to grow.
78-105	Leading	You are consistently modelling inclusive leadership behaviours and can influence others positively.

Take the next step

Want to discuss your results further? [Get in touch](#) to book a complimentary call with us.

Alternatively, take our [inclusive leadership training](#) to develop the practical skills required to lead boldly, confidently and inclusively.