



The inclusive leadership instrument

To help people in their efforts towards inclusive leadership, we have developed and validated the instrument below. Easily plugged into 360 feedback, behavioral job interviews, assessment centers, training content, etc. We hope that it can help leaders across the globe reach their inclusion ambitions.

Harvesting the benefits of diversity

- Our team leader encourages all of us to voice our opinions.
- Our team leader ensures that all team members are valued for their unique contributions.
- Our team leader makes sure that everyone's unique strengths are leveraged.
- Our team leader creates an environment in which we can be ourselves.

Cultivating value-in-diversity beliefs

- Our team leader enables us to see differences as an advantage rather than as a disadvantage.
- Our team leader helps us to see how differences among us can be an added value for the team.
- Our team leader encourages us to listen to perspectives that are different than our own.
- Our team leader helps us to understand that different views are needed to understand the bigger picture.

Leveling the diversity playing field

- My manager is careful about "leveling the playing field" whenever possible so that some group members don't end up with greater privilege than others.
- My manager is careful about not engaging in preferential treatment of some group members over others.
- My manager holds every employee to the same organizational standards.
- My manager is intolerant of behaviors that could lead some to feel excluded.