

# Deloitte Inclusive Leadership Assessment Tool

Data Summary		EVERETT DISC						Appendix	
Everything DISC 360° for Leaders		All Roles	Self	Manager	Peers	Direct Reports	Other	Want to See Your Own?	
<b>INCLUSIVE</b>		5.9	6.4	6.9	5.7	5.6	6.4		
<b>Staying Open to Input</b>		6.1	7.0	7.0	5.9	6.0	6.4	40%	
Takes other people's input and ideas seriously		6.2	7.0	7.0	5.8	6.1	6.5		
Thinks it's important to consider everyone's ideas		6.1	7.0	7.0	6.0	5.8	6.5		
Shows willingness to reconsider his ideas when someone has a better one		6.1	7.0	7.0	5.8	6.0	6.3		
<b>Showing Dependence</b>		5.7	5.3	6.7	5.9	5.1	6.2	81%	
Shows consideration for other people's feelings		5.9	4.5	7.0	6.0	5.0	6.7		
Genuinely listens to other people		5.7	6.0	6.0	5.8	5.4	6.2		
Uses fact when communicating with others		5.8	6.0	7.0	5.9	5.0	6.2		
<b>Facilitating Dialogue</b>		5.6	7.0	7.0	5.4	5.7	6.4	17%	
Encourage people to share different points of view		6.2	7.0	7.0	5.7	6.3	6.5		
Invites other people's opinions and ideas		6.1	7.0	7.0	5.8	5.9	6.5		
Gets buy-in from team members before moving ahead		5.3	7.0	7.0	4.6	4.6	6.3		
<b>HUMBLE</b>		5.5	6.6	6.6	5.4	5.2	6.0		
<b>Maintaining Composure</b>		5.6	6.7	6.0	5.6	5.4	5.8	28%	
Stays self-controlled when he's upset		5.7	7.0	7.0	5.9	5.3	6.0		
Remains calm when he's frustrated		6.7	7.0	6.0	5.5	5.8	5.8		
Handles disagreements in a rational, unemotional fashion		5.5	6.0	5.0	5.5	5.4	5.8		
<b>Showing Modesty</b>		5.5	6.3	7.0	5.9	5.6	6.0	36%	
Recognizes his limitations		5.9	6.0	7.0	5.5	5.4	5.8		
Is quick to acknowledge when he's wrong		6.7	7.0	7.0	5.0	5.3	6.8		
Comes across as modest		4.7	6.0	7.0	4.5	4.0	5.7		
<b>Being Fair-Minded</b>		5.6	6.7	6.7	5.4	5.4	6.3	32%	
Makes decisions without letting his personal biases get in the way		5.4	7.0	7.0	4.8	5.1	6.2		
Makes decisions in a fair, objective fashion		5.9	6.0	7.0	6.2	5.3	6.2		
Gets buy-in from team members before moving ahead		5.3	7.0	7.0	4.6	4.6	6.3		
<b>DELIBERATE</b>		5.5	5.8	6.3	5.7	4.6	6.3		
<b>Communicating with Clarity</b>		5.4	6.2	6.2	5.8	4.8	6.2	50%	
Uses clear, concise language when he communicates		5.4	4.5	6.0	5.6	4.5	6.3		
Presents his ideas in a clear, systematic way		5.2	6.0	7.0	5.5	4.4	6.0		
Takes the time to lay out his ideas so that everyone can understand		5.6	6.0	6.0	6.0	4.8	6.5		
<b>Promoting Dispersed Analysis</b>		5.4	6.0	6.2	5.4	5.6	6.1	36%	
Makes sure people calculate risks before acting		5.3	6.0	6.0	5.2	5.0	6.0		
Promotes critical thinking when solving problems		5.8	7.0	7.0	5.8	5.3	6.2		
Thoroughly reviews the facts and options before making decisions		5.2	6.0	6.0	5.3	4.5	6.0		
<b>Providing a Sense of Stability</b>		5.6	6.3	6.3	5.8	4.8	6.4	36%	
Provides enough consistency that people know what to expect		5.5	5.0	7.0	5.7	4.6	6.5		
Creates an environment where there is a sense of stability		5.9	7.0	6.0	6.2	5.1	6.5		
Provides a structure that people can follow		5.5	7.0	6.0	5.7	4.9	6.3		

**Deloitte Inclusive Leadership Assessment Tool** is a comprehensive framework designed to help organizations evaluate and enhance their leadership practices regarding inclusivity. As businesses continue to navigate the complexities of a diverse workforce, the importance of inclusive leadership cannot be overstated. This article will explore the Deloitte Inclusive Leadership Assessment Tool, its components, benefits, and how organizations can implement it effectively.

## Understanding Inclusive Leadership

Inclusive leadership refers to a leadership style that values diversity and fosters an environment where all team members feel respected, valued, and able to contribute fully. It incorporates various dimensions, including gender, race, ethnicity, sexual orientation, disability, and more. Inclusive leaders are able to leverage these diverse perspectives to drive innovation, engagement, and performance within their teams.

# **The Need for Inclusive Leadership Assessment**

As organizations become more global and diverse, they face challenges related to bias, exclusion, and inequity. Research has consistently shown that diverse teams outperform homogeneous ones, but only if they are led by inclusive leaders. The Deloitte Inclusive Leadership Assessment Tool helps organizations identify areas for improvement by providing a structured way to assess their current leadership practices.

Key reasons for implementing an inclusive leadership assessment include:

- Identifying Gaps: Understanding where current leadership practices may fall short in promoting inclusivity.
- Enhancing Team Performance: Inclusive leadership can lead to improved team dynamics and better decision-making.
- Attracting and Retaining Talent: A commitment to inclusivity helps organizations appeal to a broader range of candidates, fostering a more engaged workforce.

## **Components of the Deloitte Inclusive Leadership Assessment Tool**

The Deloitte Inclusive Leadership Assessment Tool is built on several key components that reflect the core attributes of inclusive leadership:

### **1. Awareness of Bias**

Inclusive leaders recognize their own biases and actively work to mitigate their impact on decision-making. The assessment evaluates leaders' understanding of implicit biases and their strategies for addressing them.

### **2. Empathy**

Empathy is crucial for understanding diverse perspectives. The tool assesses leaders' ability to connect with team members on a personal level and appreciate their unique experiences.

### **3. Flexibility**

Inclusive leaders must be adaptable, ready to adjust their leadership style to meet the needs of diverse team members. The assessment examines how well leaders can navigate different situations and adapt their approaches

accordingly.

## **4. Collaboration**

Effective collaboration is essential for fostering inclusivity. The assessment evaluates leaders' skills in promoting teamwork and encouraging input from all team members.

## **5. Commitment to Inclusion**

This component assesses the leader's dedication to creating an inclusive environment. It looks at their efforts to implement policies and practices that promote diversity and inclusion within the organization.

# **Benefits of the Deloitte Inclusive Leadership Assessment Tool**

Utilizing the Deloitte Inclusive Leadership Assessment Tool offers a range of benefits for organizations striving to enhance their inclusivity practices. These include:

## **1. Enhanced Organizational Culture**

By assessing and improving inclusive leadership practices, organizations can foster a culture of respect and belonging. This positive culture can lead to higher employee satisfaction and retention.

## **2. Improved Employee Engagement**

When employees feel included and valued, they are more likely to be engaged and motivated in their work. This engagement translates into higher productivity and better overall performance.

## **3. Increased Innovation**

Diverse teams bring a variety of perspectives and ideas to the table. Inclusive leadership encourages the expression of these diverse viewpoints, leading to more innovative solutions and approaches to challenges.

## **4. Better Decision-Making**

Inclusive leaders are more likely to consider a wider range of perspectives, which can lead to more informed and effective decision-making. This holistic approach can help organizations navigate complex issues more successfully.

## **5. Enhanced Reputation**

Organizations that prioritize inclusivity are often viewed more favorably by clients, customers, and potential employees. This positive reputation can be a significant asset in today's competitive market.

# **Implementing the Inclusive Leadership Assessment Tool**

To effectively implement the Deloitte Inclusive Leadership Assessment Tool, organizations should follow a structured approach:

## **1. Assess Current Leadership Practices**

Begin by using the assessment tool to evaluate existing leadership practices. This may involve surveys, interviews, or focus groups to gather feedback from employees at all levels.

## **2. Identify Key Areas for Improvement**

Analyze the results of the assessment to identify specific areas where leadership practices may need enhancement. This could include training on bias awareness, empathy development, or collaboration techniques.

## **3. Develop an Action Plan**

Create a detailed action plan that outlines the steps needed to address the identified gaps. This plan should include specific goals, timelines, and responsibilities for implementation.

## **4. Provide Training and Resources**

Invest in training programs and resources that focus on building inclusive leadership skills. This could involve workshops, coaching, or access to online resources.

## **5. Monitor Progress**

Regularly revisit the assessment tool to evaluate progress and make necessary adjustments to the action plan. Continuous feedback from employees can help ensure that leadership practices remain aligned with inclusivity goals.

## **Conclusion**

The Deloitte Inclusive Leadership Assessment Tool is an invaluable resource for organizations seeking to enhance their inclusive leadership practices. By focusing on the core attributes of inclusive leadership, organizations can identify gaps, improve their culture, and ultimately drive better performance. As the business landscape continues to evolve, the commitment to inclusivity will be a crucial factor in organizational success. By prioritizing inclusive leadership, organizations not only empower their employees but also position themselves for sustained growth and innovation in an increasingly diverse world.

## **Frequently Asked Questions**

### **What is the Deloitte Inclusive Leadership Assessment Tool?**

The Deloitte Inclusive Leadership Assessment Tool is a framework designed to evaluate and enhance inclusive leadership practices within organizations. It provides insights into how leaders can foster a more inclusive workplace culture.

### **How does the assessment tool measure inclusivity in leadership?**

The assessment tool measures inclusivity through various dimensions such as awareness, empathy, and advocacy. It uses surveys and feedback mechanisms to gauge leaders' behaviors and their impact on team dynamics.

## What are the benefits of using the Deloitte Inclusive Leadership Assessment Tool?

Benefits include improved employee engagement, enhanced team performance, and a stronger organizational culture. It helps leaders identify areas for growth and implement strategies to promote inclusivity.

## Who can benefit from the Deloitte Inclusive Leadership Assessment Tool?

The tool is beneficial for leaders at all levels within an organization, HR professionals, and diversity and inclusion teams looking to assess and improve their leadership practices.

## Can the assessment tool be integrated into existing leadership development programs?

Yes, the Deloitte Inclusive Leadership Assessment Tool can be seamlessly integrated into existing leadership development programs to enhance training and ensure that inclusivity is a core component of leadership development.

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