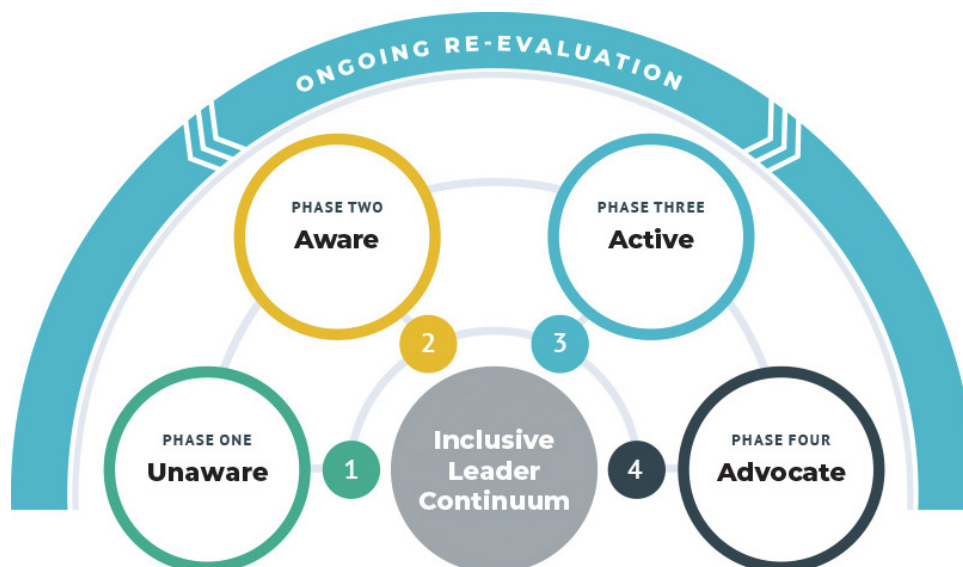


Inclusive Leader Self-Assessment™

Thank you for taking the **Inclusive Leader Self-Assessment™**

Before reviewing your results, please take a moment to consider the general description for each of the four phases of the **Inclusive Leader Continuum™** shown below. More detailed information can be found in *How to be an Inclusive Leader* by Jennifer Brown.



UNAWARE

You think diversity is compliance-related and simply tolerate it. It's someone else's job—not yours.

AWARE

You are aware that you have a role to play and are educating yourself about how best to move forward.

ACTIVE

You have shifted your priorities and are finding your voice as you begin to take meaningful action in support of others.

ADVOCATE

You are proactively and consistently confronting discrimination and working to bring about change in order to prevent it on a systemic level.

Private // Low Risk // Individual Perspective

Public // High Risk // Organizational Perspective

Keep the general descriptions of each phase of the **Inclusive Leader Continuum™** in mind as you review your results for each inclusive leader category below.

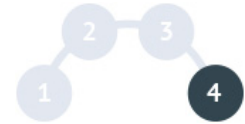
Prioritizing Inclusion

When it comes to Prioritizing Inclusion, you are in the **Advocate** stage. You regularly challenge the status quo and take pride in being an inclusive leader. You actively champion diversity, equity and inclusive practices as a priority in the workplace.

You may find these resources of interest for ideas on how you can encourage inclusion in your organization:

- Chapters 5, 7 and 10 of [Inclusion: Diversity, the New Workplace and the Will to Change](#)
- Chapters 5 and 6 in [How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive](#)
- Minisode #1 of *The Will to Change* podcast, [The Secret Ingredient To Inclusion](#). You can listen at jenniferbrownspeaks.com/podcast/ or wherever you stream podcasts.
- Minisode #7 of *The Will to Change* podcast, [Helping Diverse Talent Thrive- Creating Responsive and Inclusive Workplace Structures](#).

And if you wish to deepen your knowledge of DEI and/or take an active role in developing a DEI Strategy for your organization, consider enrolling in the [JBC DEI Practitioners Program](#).

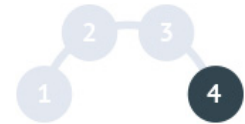


Awareness of Intent vs Impact

You show up in the **Advocate** stage when it comes to Awareness of Intent vs. Impact. You spread the word about the importance of understanding that our intentions and the actual impact we have may be very different. You help others identify and understand when their intent does not fully align with their intended impact.

Take a look at these resources for a detailed explanation of what it means to be at this stage, as well as information on how to help others move forward with you:

- Chapter 1 of [Inclusion: Diversity, the New Workplace and the Will to Change](#)
- Chapters 5 and 6 in [How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive](#)
- Article: [Help Your Employees Be Themselves at Work](#)



Embracing Change

You appear to be in the **Advocate** stage when it comes to Embracing Change and you are already proactively taking steps to enact and support changes that will help cultivate a diverse, equitable and inclusive environment. For many people, change is hard and they tend to shy away from "rocking the boat." As an Advocate, you can help others embrace DEI initiatives by raising their awareness, helping them identify actions to take and by leading by example. How can you be more public in how you advocate for change?

You may find these resources of interest as you begin to seek new ways to advocate for change and inform and encourage others to build an inclusive environment:

- Episode 40 of *The Will to Change* podcast, [Dream Teams: How Leaders Can Foster An Environment That Empowers Diverse Groups to Thrive](#). You can listen at jenniferbrownspeaks.com/podcast/ or wherever you stream podcasts.
- Our short online learning course, [An Introduction to Diversity and Inclusion](#). It only takes about 30 minutes and is a great way to learn some basics around DEI so that you can continue to share your knowledge and continue to advocate for DEI change.



Bias Awareness

When it comes to Bias Awareness you fall into the **Advocate** stage. You recognize the implications of having biases and you are educating those around you about it. Ask yourself, "Where could I begin to use my voice to challenge negative biases where I see them in people and processes in my organization? Do I have special access to or influence that others do not? How could I use those advantages?"

Here are some suggested resources:

- Podcast: [Work Minus Bias](#) with Jennifer Brown
- Article: [Designing a Bias-Free Organization](#)



Language

You emerge in the **Advocate** stage when it comes to Language. This is an indication that you realize the significance of the words we choose, you actively practice using thoughtful language and you are helping those around you understand the power of the words we use. What type of risk are you willing to take in order to advocate for others?

We encourage you to take a look at the following resources for a detailed explanation of what it means to be at this stage, as well as information on how to move forward to the next stage:

- Chapters 5 and 6 in [How to Be an Inclusive Leader: Your Role in Creating Cultures of Belonging Where Everyone Can Thrive](#)
- Article: [Inclusive Language in Four Easy Steps](#)
- Article: [How to Use Gender Neutral Words](#)

