

# Leadership + Team Effectiveness Assessment™ Info Sheet

The Change Coaches Leadership + Team Effectiveness Assessment™ is a diagnostic tool built around measures that are fundamental in the workplace today -- REAL Leadership, Psychological Safety, and belonging. Leaders can elect to purchase a self-assessment package, or one of our most comprehensive packages that includes both self and 180-style team assessments. Each option comes with an individual coaching session on scoring, results interpretation, and team communication. All paid packages also come with six months of access to our resource library which includes microlearning videos, events, and access to development planning tools. Additional coaching can also be purchased in packages of three or five sessions.

Only **10-15%** of leaders are fully self-aware.

Employees who feel a sense of belonging are **56%** more productive.

Only **26%** of leaders create psychological safety for their teams.

## **LEAD™**

44 Questions  
per Participant

 **Est completion time:**  
**15-20 mins**

This self-assessment tool measures leadership effectiveness based on our proprietary REAL leadership archetype (relatable, equitable, aware, and loyal). This report includes an evaluation of leadership effectiveness, what you value, and suggestions on what to focus on moving forward.

## **TEAM™**

44 Questions  
per Participant

 **Est completion time:**  
**15-20 mins**

This assessment expands on the LEAD Assessment with a TEAM evaluation. To produce a valid report, each team member will need to complete this assessment. Individual and team accountability measures are built into this report.

## **ALIGN™**

66 Questions  
per Participant

 **Est completion time:**  
**20 mins**

The ALIGN assessment adds to the TEAM assessment by also measuring team effectiveness based on belonging and psychological safety measures. We highly recommend this comprehensive assessment to all of our clients.

Sources: HBR, McKinsey

*\*All assessments include 60 minutes of assessment-related coaching and access to the Resource Library.*

Change Coaches is a team of leadership development professionals who work at the intersection between DEIB + leadership and team effectiveness. We are committed to changing workplace culture at its core. Our unique Leadership + Team Effectiveness assessment is aligned with this very commitment.



Questions? Contact us at  
[support@change coaches.io](mailto:support@change coaches.io)  
[change coaches.io/assessment](https://change coaches.io/assessment)