

# Leadership + Team Effectiveness Assessment™ FAQs

## Frequently Asked Questions

### What are the Change Coaches LEAD, TEAM, and ALIGN assessments?

Change Coaches offers three assessment options: LEAD, TEAM, and ALIGN. We developed these assessments as we realized there was a popular demand for this type of tool and there wasn't one that already existed that measured issues at the top of our clients' minds: REAL leadership, belonging, and psychological safety. Our assessment is not a psychological instrument, it's a diagnostic tool.
















### What's included with each option?

**LEAD** is a leadership effectiveness self-assessment heavily based on the Leading Below the Surface REAL leadership archetype. Key measures include relatability, accountability, self-awareness, and equity.

**TEAM** takes LEAD one step further by adding in team-based, 180-style employee evaluations. Leaders will have an opportunity to hear from their teams on some of the most important workplace environmental factors for employees today.

**ALIGN** is our most comprehensive tool. It measures REAL leadership on a self-and team basis, and measures team effectiveness through psychological safety and belonging measures.

More information can be found in our one-pager available at [change.coaches.io/assessment](https://change.coaches.io/assessment).

	LEAD	TEAM	ALIGN
Includes self-assessment			
Includes a 180 Team Assessment			
Includes accountability questions			
Includes belonging and psychological safety measures			
Includes 60-minutes of assessment coaching			
Access to Resource Library			



## What type of assessments are these?

All assessments measure Leadership + Team Effectiveness and although they are designed to guide leaders to create cultures of belonging and psychological safety, they are not DEIB readiness assessments. These are also not psychological instruments. They are diagnostic tools. We recommend our assessments to leaders who:

- Want to create a data-informed plan for building psychologically safe teams with a high sense of belonging
- Have been recently promoted into senior leadership (in their roles for 3-6 months) and want to develop a data-informed 60 to 90-day team leadership plan
- Have received employee engagement survey data and want to hone in on taking meaningful data-informed actions
- Are leading a team in distress (high-growth, downsizing, or that are facing other challenges)
- Are leading diverse, multi-generational, or remote teams and want to improve team culture

## Why did we develop these assessments?

One of the most frequent pieces of feedback that we get after a workshop is that leaders wish they know what their team thought about their leadership. After completing a quick REAL leadership questionnaire, they often want more. Not only do leaders want to dig deeper with a coach but they also want to understand how their team sees them. Are they aligned? Or are they in disagreement? How do they move forward?

Our assessments are designed to answer these very questions. We also wanted to provide clients with more accessible options to work with Change Coaches. Most of the work we do is on the organizational level and we wanted to give leaders an opportunity to access this type of coaching and information in a more direct way.

## What is the length of the assessments, and how long do they take?

LEAD is 44 questions, and is expected to take about 15-20 minutes.

TEAM is 44 questions per participant, and is expected to take about 15-20 minutes.

ALIGN is 66 questions per participant, and is expected to take 20 minutes.

## What types of packages are available and how much are they?

Available packages can be found at [changecoaches.io/assessment](https://changecoaches.io/assessment). All packages include one hour of assessment-based coaching and a 6-month access pass to the Change Coaches resource library. Additional coaching sessions can also be purchased, which we highly recommend.



## How much does the assessment cost?

The chart below outlines the price of single-leader assessments. Customers will receive 10% off when they purchase two or more leadership assessments or packages. All assessments include 60-minutes of assessment-based coaching and access to our resource library.

 **LEAD™**  
Starts \$450

 **TEAM™**  
Starts \$650

 **ALIGN™**  
Starts \$850

## Can I purchase additional coaching sessions with Change Coaches?

Absolutely! In fact, we highly recommend it. Additional coaching packages come in bundles of three or five sessions, each 60 minutes. Those sessions can be divided between individual coaching sessions, and sessions with the team.

3-session bundle: \$1,300

5-session bundle: \$2,000

## What's in the resource library?

The resource library includes multi-media content to support the leadership development and action planning process. Topics covered include REAL leadership, psychological safety, and belonging. The Membership also includes live education around every 4-6 weeks.

## Will Change Coaches help me coordinate the process with my team?

Yes! Once you sign up and pay for a TEAM or ALIGN assessment, you will receive a welcome packet that includes links to access the resource library and an invitation to schedule your pre-assessment discussion session. We will walk you through everything you need while honing in on your goals and intentions for this assessment.

## How long will it take to get my results?

While there is some individual variance, we expect each process to span the following times:

LEAD: 7-10 days

TEAM: 14-21 days

ALIGN: 14-21 days

## What if I have a question that is not answered here?

If you have additional questions, please email us at [support@change coaches.io](mailto:support@change coaches.io).

REV 9/13/2023

