

# Leadership + Team Effectiveness Assessment™ FAQs

## 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 approach. 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 [changecoaches.io/assessment](https://changecoaches.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			



## **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.

## Why did we develop these assessments?

### *Did you know?*

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.

Sources: HBR, McKinsey

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.

[PURCHASE AN ASSESSMENT](#)

[REQUEST A PRIVATE DEMO](#)

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## What are some sample questions in this assessment, and how do leaders answer them?

### **LEAD™**

*Examples of questions for self-assessment relating to REAL Leadership characteristics*

<b>Section</b>	<b>Sample question</b>
Relatable	I invite teammates and colleagues to bring their entire selves to our relationship.
Aware	I get defensive when receiving feedback I disagree with.
Loyal	I reassure people of my loyalty to them after they experience a setback.

### **TEAM™**

*Examples of questions for team reviewers' 180-style assessment relating to leader's REAL Leadership characteristics*

Relatable	My team leader gets distracted during conversations with team members.
Equitable	My team leader actively shares power with the team.
Aware	My team leader listens more than they talk.

### **ALIGN™**

*Examples of questions for both the leader and the team reviewers' assessments of belonging and psychological safety*

Belonging	I feel like my team has my back.
Belonging	I generally feel threatened, not supported, by my teammates.
Psychological Safety	I feel safe to disagree with others at work.
Psychological Safety	I feel encouraged to bring up problems and tough issues at work.

The assessment asks the participant how often they engage in the particular behavior, or how often the leader engages in said behavior.

**Never**  
**Rarely (<20% of the time)**  
**Sometimes (20-39% of the time)**  
**Often (40-59% of the time)**  
**Most of the time (60-79% of the time)**  
**Almost always (80-99% of the time)**  
**Always (100% of the time)**



## 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

## 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.

## Can my organization participate in an Assessment together as a cohort?

Absolutely, and we have a package designed specifically for cohorts for our LEAD assessment. A cohort package includes a group overview + prep session, an individual coaching session for each leader, as well as a cohort group coaching session.

## Are there options for including the assessment in deeper work with Change Coaches?

There are! The LEAD assessment can be included with any Leadership Academy bundle, including our signature Change Coaches Leadership Accelerator: Coaching and Developing Leaders for Today's Workplace™. You can learn more about these options at [change coaches.io/workshops-all](https://change coaches.io/workshops-all).

## Will Change Coaches help me coordinate the process?

Yes! When an organization arranges for a cohort to participate in the assessment, Change Coaches will walk everyone through everything you will need to successfully complete the process while honing in on your goals and desired outcomes for this assessment.

