

What is the Change Coaches LEAD assessment?

Change Coaches offers the Leadership Assessment in two options: LEAD and LEAD+. We developed these assessment options as we realized there was a demand for this type of tool, but nothing on the market that measured factors that are most important in today's workplace: psychological safety, belonging, and REAL leadership. Our assessment is not a psychological instrument, it's a diagnostic tool.

LEAD is a leadership effectiveness self-assessment. Section one is heavily based on the Leading Below the Surface REAL leadership approach. Key measures include relatability, accountability, self-awareness, and equity. Sections two and three measure the leader's perspective on psychological safety and belonging on the team. LEAD+ takes LEAD one step further by adding in team-based employee evaluations. Leaders will have an opportunity to hear from their teams on some of the most important workplace environmental factors for employees today. More information can be found in our one-pager available at changecoaches.io/assessment.



Est completion time:
15-20 mins

- 66 questions for leader self-evaluation
- Personalized Leadership Effectiveness Report
- 1-hour coaching session dedicated to interpreting results and development planning
- Access to the Change Coaches Resource Library



Est completion time:
15-20 mins

- 66 questions for leader self-evaluation
- 66 questions for team members to assess leader
- Personalized Leadership Effectiveness Report
- 1-hour coaching session dedicated to interpreting results and development planning
- Access to the Change Coaches Resource Library

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

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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 knew what their team thinks 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 allow leaders to access this type of coaching and information in a more direct way.

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

*Examples of questions for self-assessment relating to REAL Leadership characteristics.
For LEAD+, questions will be reworded for team to assess the leader*

Section	Sample question
Relatable	I invite teammates and colleagues to bring their entire selves to our relationship.
Equitable	I invite overlooked voices into spaces where they are scarce.
Aware	I get defensive when receiving feedback I disagree with.
Loyal	I reassure people of my loyalty to them after they experience a setback.

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 psychological safety, belonging, and REAL leadership, 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 outcomes can I expect to experience after the LEAD Assessment?

We have received feedback that leaders particularly enjoy the design of the assessment – especially since it's paired with a 60-minute coaching session. In these sessions, we not only discuss assessment results but many leaders ask us to coach them through specific situations or barriers they are facing while implementing concepts measured in the LEAD assessment. Leaders have expressed that they feel calmer, less stressed, and more confident about what's next after the sessions. They also receive similar feedback from their teams -- that they notice a shift.

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.

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

Absolutely, and we have a package designed specifically for leadership cohorts to participate in 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. The LEAD assessment can also 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.

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.

Is there an option for focusing on Belonging and Psychological Safety in an organization?

There is! We offer Team & Group Coaching Experiences that use the Belonging and Psychological Safety portions of the Change Coaches Leadership Assessment to measure team well-being and deliver specialized coaching to meet each group's unique needs.

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