



Inclusion Assessment™

If you are not actively creating cultures of inclusion, then by default, you are creating cultures of exclusion.” - Burrs 2007 -

Thank you for taking the time to check out my Inclusion Assessment™. In today's challenging work environment nothing seems to be more important than developing a level of trust and confidence in team members in a way that encourages high value behaviors that lead to high performance results. The opportunity to revolutionize teams from the inside out requires the transformative power of inclusion.

The powerful impact of an inclusive team cannot be underestimated. This survey was designed to assess team inclusiveness (based on the 12 Fruits of Inclusion™) and is built upon years of experience, research and work in and with teams of varying types across multiple industries. Clearly the benefits of an inclusive work environment are relevant:

- Improved decision-making and problem solving
- Improved team behaviors and performance
- Better able to deal with conflict
- More effective ways to communicate
- Better able to deal with complexity and change

I appreciate your help in further assessing the value of this instrument and look forward to you sharing your thoughts with me. I do not expect this assessment to take more than 10 minutes of your time.

Feel free to take advantage of this no-cost opportunity to use the assessment as much and as often as you want. One idea would be to assess your team. Create a baseline to see where the team is before inclusion training and then retake the assessment a few weeks after training to see where improvements have been made.

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Instructions: Place a check in the box that corresponds to how you respond to each question.

Inclusion Assessment™

	Always (3)	Usually (2)	Seldom (1)	Never (0)
I feel understood				
I feel valued				
I make a difference				
I am respected				
I am included in decision-making				
My work is appreciated				
I am free to engage in honest conversations				
I am safe in challenging the status quo				
I feel I belong				
Team members respect one another				
Team members openly value differences				
Team members respectfully deal with conflict				
Team members are committed and engaged				
Team members are trustworthy				
Team members communicate effectively with each other				
Team members willingly share information and knowledge				
Fairness is a shared value on this team				
Team members solve problems collaboratively				
Totals				

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Scoring Instructions: Total each check based on the numeric value of each column (Example: you have 5 checks in column 1, multiply $5 \times 3 = 15$; you have 5 checks in column 2, multiply $5 \times 2 = 10$, and 8 checks in column 3, multiply $8 \times 1 = 8$. Total score would be: **33**). Once you have a total score, read the interpretation of your scores.

Interpretation of Scores:

Range of Scores	Interpretation
41 - 54	<p>Congratulations! Looks like you are part of an inclusive work team</p> <p>(The Challenge: Maintain this level)</p>
28 – 40	<p>Some work needs to be done. You and the team would benefit from targeted development to increase inclusiveness</p> <p>(The Challenge: Maintain and increase)</p>
27 – below	<p>A major inclusion intervention should be set up right away</p> <p>(The Challenge: Safely expose barriers to inclusiveness)</p>

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