

Inclusive Leadership Self-Assessment



[subscribetoinclusion.com](https://www.subscribetoinclusion.com)

hello@subscribetoinclusion.com

SUBSCRIBE TO

INCLUSION

Table of Contents

- **3 Introduction**
- **4 Questionnaire**
- **5 Results**
- **6 Results - Your Inclusive Leadership Type**



Introduction

Welcome to your Inclusive Leadership Self-Assessment!

This resource is designed support your development and to help you reflect on how you lead, make decisions, and support inclusion in your workplace. The quiz helps you clarify your strengths and opportunities for growth.



How it Works?...

- You'll rate yourself on a series of leadership behaviours.
- Score each statement from:
 - 1 = Rarely/Never**
 - 2 = Sometimes**
 - 3 = Often**
 - 4 = Always**
- Add up your score to reveal your strengths and areas for development.
- Use this as a tool to reflect on your approach in your role.



Questionnaire

Score:

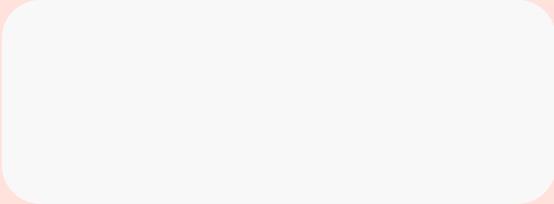
1 Rarely/Never | 2 Sometimes | 3 Often | 4 Always.

No.	Question	Score
1.	I actively seek feedback on how inclusive my leadership is and act on it.	
2.	I ensure my decision-making processes are transparent and fair.	
3.	I create a culture where team members feel safe to express their views.	
4.	I challenge my own biases and take steps to mitigate them.	
5.	I support colleagues from underrepresented backgrounds by mentoring or coaching them.	
6.	I make sure development and career opportunities are accessible to everyone.	
7.	I encourage open discussions about inclusion and belonging in my team.	
8.	I check whether workplace policies or decisions unintentionally disadvantage certain groups.	
9.	I use my position to amplify diverse voices and perspectives.	
10.	I provide constructive feedback when I notice exclusionary behaviour.	
11.	I intentionally structure team meetings, decision-making, and ways of working inclusively to ensure everyone has a fair opportunity to contribute.	
12.	I take responsibility for addressing any mistakes I make regarding inclusion.	
13.	I listen to and act on feedback from marginalised groups about their workplace experiences.	
14.	I step in and challenge exclusionary behaviours when I see them.	
15.	I take steps to ensure hiring and promotion processes are free from bias.	
16.	I prioritise building strong, inclusive relationships with my colleagues.	

Results

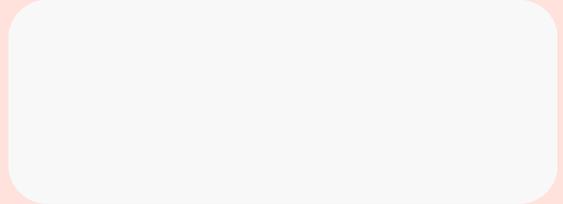
Add up your scores for each question group below. You will find descriptions of each type underneath...

**Total for
Q1, Q4, Q12, Q14**



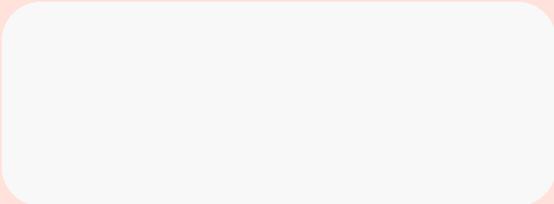
Self-Awareness & Growth

**Total for
Q3, Q7, Q10, Q16**



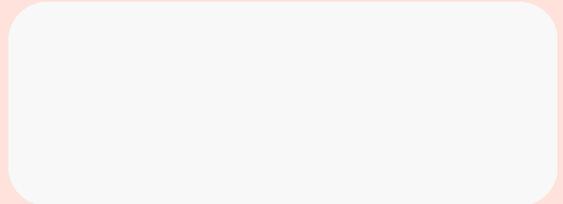
People & Team Culture

**Total for
Q2, Q6, Q11, Q15**



Policies & Processes

**Total for
Q5, Q8, Q9, Q13**



Advocacy & Influence



Reflection Questions

- Which category did you score highest in? This is likely your strength area as an inclusive leader.
- Which category did you score lowest in? This may be an area for growth and development.
- What's one action step you can take to improve in a lower-scoring area?
- Share your results with other leaders and pair up with someone who has different strengths to yours, is there something you could learn from each other's approaches?

Results - Your Inclusive Leadership Type

Your highest scoring category can indicate which area of leadership comes to you most naturally. We all have our unique strengths and development areas. You can use this insight to build on what you do well and refine your approach even further.



The Reflective Leader (Self-Awareness & Growth)

Strengths:

You are thoughtful, self-aware, and committed to learning. You recognise that inclusive leadership starts with understanding your own biases and behaviours. You actively seek feedback and take responsibility for your actions, which builds trust and credibility among your team.

Building on this:

Reflection is valuable, but inclusion also thrives in action. Consider how you can turn your insights into everyday impact—whether by sharing what you've learned, mentoring others, or actively shaping team culture.

Results - Your Inclusive Leadership Type

The People-Centered Leader (People & Team Culture)

Strengths:

You instinctively create a sense of belonging. You foster psychological safety, encourage open conversations, and ensure that people feel valued. Your team likely sees you as approachable, supportive, and someone who genuinely listens.

Building on this:

Great relationships are key, but structural inclusion matters too. Think about how you can embed fairness into processes—whether through equitable decision-making, structured feedback loops, or advocating for change at a broader level.



The Systems-Minded Leader (Policies & Processes)

Strengths:

You take a structured approach to inclusion, ensuring fairness is embedded into policies, decision-making, and organisational systems. You understand that inclusion isn't just about good intentions—it's about designing workplaces that work for everyone.

Building on this:

Policies are powerful, but inclusion also happens in the moments between the processes. Consider how you can complement your structured approach with more personal, relational leadership—creating space for individual experiences and conversations.



Results - Your Inclusive Leadership Type

The Advocate Leader (Advocacy & Influence)

Strengths:

You use your leadership to drive meaningful change, speaking up for equity and ensuring diverse voices are heard. You understand the bigger picture and aren't afraid to challenge the status quo to make workplaces fairer and more inclusive.

Building on this:

Advocacy is essential, but inclusion also happens in the quieter, everyday moments. Make sure to balance big-picture influence with close, personal engagement—listening deeply to those around you and creating inclusion at every level.



SUBSCRIBE TO
INCLUSION

subscribetoinclusion.com
hello@subscribetoinclusion.com