

Inclusion Week Self-Assessment for Teams

This Inclusion Week self-assessment is designed to help you reflect on your personal behaviors and interactions with your coworkers. This assessment allows you to evaluate how your actions contribute to fostering an inclusive environment in your workplace and will provide valuable insights into areas where you can improve.

How to Use This Assessment

You will find 10 statements in this assessment. For each statement, rate yourself on a scale from 1 to 5, where:

- 1 = Never
- 2 = Rarely
- 3 = Sometimes
- 4 = Often
- 5 = Always

Be honest in your responses to get the most accurate understanding of where you currently stand in your inclusion journey. Once you have completed the assessment, tally your scores to determine your overall rating.

Scoring

Your total score will provide you with an indication of your current DE&I performance and highlight areas where you can improve.

10-20: Significant Room for Improvement

Your score suggests that there is considerable room to develop your understanding and application of DE&I principles. Focus on building awareness and practicing more inclusive behaviors in your daily interactions.

21-30: Making Progress

You are making some progress in your DE&I efforts, but there is more work to be done. Concentrate on consistently applying DE&I practices in your interactions with coworkers.

31-40: On the Right Track

You have solid DE&I practices in place and are on the right path. Continue to refine your approach and seek opportunities for further growth and improvement.

41-50: Strong Performance

You are doing well in your DE&I efforts, consistently demonstrating inclusive behaviors. Continue your commitment to DE&I and look for ways to inspire others to follow your lead.

Next Steps

Use the results of this assessment to identify specific areas where you can take action to improve your inclusion practices. Consider how you can better support your colleagues and contribute to a more inclusive workplace. Explore the resources and learning opportunities on our dedicated [Inclusion Week Playlist](#) to support your personal growth and help you become a more effective ally and advocate for diversity, equity, and inclusion.

Respect and Inclusion	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I treat all my colleagues with respect, regardless of their background or identity.					
I actively include everyone in conversations and work-related activities.					
Awareness and Learning	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I educate myself on different cultures and perspectives to better understand my colleagues.					
I challenge my own biases and work to overcome them.					
Support and Allyship	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I stand up against discrimination or exclusionary behavior when I see it.					
I support my colleagues by being an ally, especially those from underrepresented groups.					
Communication	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I listen actively and respectfully to my coworkers' ideas and concerns.					
I provide and receive feedback on inclusion with openness and a willingness to improve.					
Collaboration	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I collaborate with colleagues from diverse backgrounds and value their unique contributions.					
I ensure that team meetings and projects are inclusive, considering everyone's input.					

Commitment to Growth	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I regularly reflect on my behavior and seek out ways to contribute to a more inclusive workplace.					
I participate in DE&I initiatives and encourage others to do the same.					
Bias Awareness	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I am aware of my own potential biases and actively work to mitigate them.					
I avoid making assumptions about colleagues based on their identity or background.					
Inclusivity in Communication	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I use inclusive language in all my communications.					
I am mindful of how my words and actions may impact others.					
Advocacy	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I advocate for inclusive practices and policies within the organization.					
I encourage others to engage in DE&I efforts and support those who do.					
Continuous Improvement	1. Never	2. Rarely	3. Sometimes	4. Often	5. Always
I am committed to continuously improving my inclusive behaviors and attitudes.					
I actively seek out opportunities to learn more about DE&I and apply it to my work.					