



DEVELOPING  
GLOBAL  
LEADERS



# INCLUSIVE MINDSET AND BEHAVIOURS ASSESSMENT

## INDIVIDUAL FEEDBACK REPORT

REPORT FOR: **Sample**

EMAIL: **Sample Email**

COMPANY: **Sample Company**

DATE: **14 Mar 2025**

## CONTENTS

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About Developing Global Leaders' (DGL) Inclusive Behaviours Model	3
Summary of your IMBA results	4
Your strengths and areas for focus	5
Section 1: Mindset and awareness	6
Section 2: Comfort in interacting with diverse people	7
Section 3: Being a champion for DEI (Diversity, Equity and Inclusion)	8
Section 4: Problem solving and decision making	9
Section 5: Adapting to diverse people	10
Section 6: Psychological safety	11
Section 7: Developing people	12
Reflection and action points	13
General good practices and tips	14
Additional resources	15
About DGL	16



## INTRODUCTION

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The Inclusive Mindset and Behaviours Assessment (IMBA) was created:

**To raise awareness about practical inclusive behaviours.** The assessment you have completed, and this report was designed to point you to specific areas where you can show inclusive behaviour.

**To provide feedback on your level of inclusiveness.** Your scores reflect how you see yourself and are benchmarked to similar others (managers vs non-managers) in a global database, and to others in your organisation where this is possible.

## DEVELOPING GLOBAL LEADERS' (DGL) INCLUSIVE BEHAVIOURS MODEL

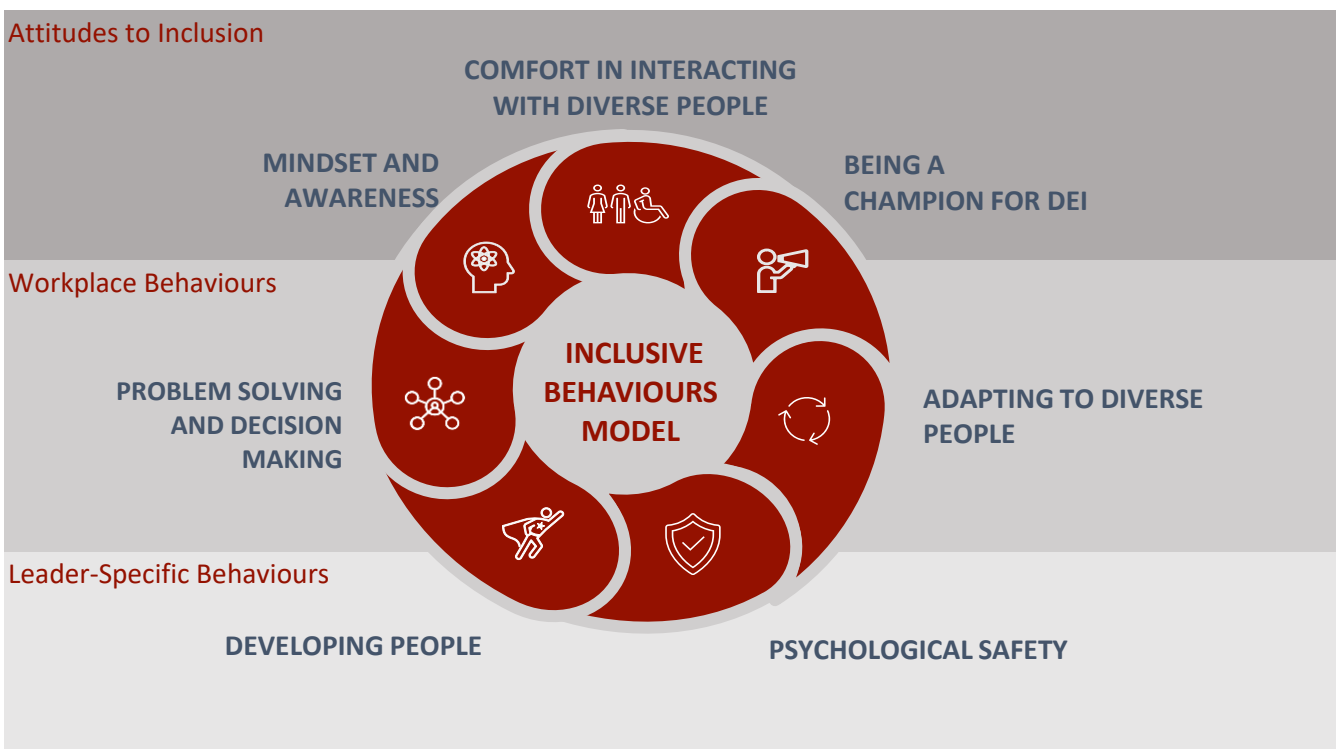
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The Inclusive Behaviours Model assesses you on key areas critical to the practice of inclusiveness in the workplace. The factors progress across three levels, from the individual level, to relationships and behaviours with others in the workplace, and to manager-specific behaviours key in leading others towards organisational success.

The first level, **Attitudes to Inclusion**, is about a person's mindset towards diversity and inclusion, and awareness of their own biases, and whether one goes beyond the self to be an advocate for diversity, equity and inclusion.

The second level, **Workplace Behaviours** addresses how the person behaves inclusively in the workplace, in problem solving and decision making and in adapting to diverse others.

The third level, **Leader-Specific Behaviours** is about how the person creates an environment that encourages psychological safety, and develops people in the workplace .



## SUMMARY OF YOUR IMBA RESULTS

Your scores from the Inclusive Mindset and Behaviours Assessment (IMBA) are summarised below. Your self-ratings were compared to other managers who had completed the IMBA globally, and your scores are reported as **percentile categories (0% - 100%)**, shown according to the below ranges. Your actual percentile is also shown within the range:



INCLUSION FACTOR SCORES		< 30%ile	30-49%ile	50-69%	>=70%ile
Leader-Specific Behaviour	<b>Psychological Safety</b>		45%		
Workplace Behaviours	<b>Problem Solving &amp; Decision Making</b>		43%		

This is a sample extract of the Inclusive Mindset and Behaviours Assessment developed by Developing Global Leaders Asia.

To obtain a copy of the full assessment for individual or company, please contact us at [office@developinggloballeaders.com](mailto:office@developinggloballeaders.com).



## YOUR INCLUSIVE MINDSET AND BEHAVIOURS STRENGTHS AND AREAS FOR FOCUS

The two tables below show your strengths and areas to focus on based on your highest and lowest scoring items. These are useful for your reflection and will aid you in creating your action points.

Your inclusive behaviours strengths and areas for focus are:

YOUR STRENGTHS (highest scoring items)	FACTOR
I believe that people who are different can experience challenging situations at the workplace.	Mindset & Awareness
After meetings, I ask for feedback/confirmation on decisions made to strengthen alignment.	Problem Solving & Decision Making

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## KEY FOCUS AREAS OF DEVELOPING GLOBAL LEADERS ASIA PTE LTD



### INCLUSIVE LEADERSHIP

- Strategy development for creating inclusive organisations
- DE&I surveys
- Setting up diversity councils and ERGs
- Managing subconscious (unconscious) biases
- Effective multi-generational workforce
- Inclusive Mindset and Behaviours Assessment (IMBA)



### WOMEN IN LEADERSHIP

- Accelerate - Women in Leadership Program for emerging leaders
- Advance and Thrive – Women in Leadership Program for senior leaders
- Creating a 'gender-equal' organisation program
- Gender inclusive organisation audit
- Internal Women in Leadership programs



### LEADING ACROSS CULTURES

- Cultural competence for leadership teams
- Cultural training for expatriates
- Supporting locals for leadership positions
- Virtual effectiveness: Meetings and written communication
- Cultural consulting and coaching
- Culture 101 Train the Trainer

#### About the Inclusive Mindset and Behaviours Assessment (IMBA)

This instrument was developed by Developing Global Leaders Asia Pte. Ltd. in collaboration with Cydel Pte Ltd, developed based on DGL's research and industry experience across multiple continents, their insights into the concept of inclusion and the factors that influence inclusion, combined with Cydel's expertise in developing and validating assessment instruments.

Our analysis of a global sample of approx. 400 diverse (in terms of gender, age and nationality) respondents has statistically proven that the assessment is **valid** and **reliable**. If you would like to learn more about how we have analysed and tested the validity and reliability of this tool, please contact us.

*If you have any questions about the assessment or would like to run the assessment with your team members, please contact [office@developinggloballeaders.com](mailto:office@developinggloballeaders.com).*

*Your privacy is important to us, see [here](#) for more information about our privacy policy.*



Our consulting, training and coaching services focus on developing globally competent, inclusive and responsible leaders, cohesive multicultural teams and sustainable corporate cultures.

For more information please visit our website at [www.developinggloballeaders.com](http://www.developinggloballeaders.com) or write to us at [office@developinggloballeaders.com](mailto:office@developinggloballeaders.com)