

Human-Centered Leadership Assessment



Human-Centered Leadership (HCL) assessment is specifically designed to provide organizations with a real-time snapshot of their human centeredness in leadership practice.

This index consists of forty statements identified to evaluate eight attributes of HCL. These attributes include **Purpose, Courage, Foresight, Emotional Insight, Wonder, Wisdom, Compassion and Mastery.**

The report brings out the big picture of the leadership team on what frequency they demonstrate these attributes and points out the needs-development areas to create an excellence in leadership approach for both individuals and the teams together.

Eight Core Attributes of Human-Centered Leadership



Example Assessment Statements

For each attribute, five statements are identified to evaluate based on the time frequency of self-demonstration.

PURPOSE Attribute Example Statements

The following statements are focused on one's ability to effectively exercise purpose. Please choose the closest rate of time frequency that best describes yourself.

1. I am clear on my unique purpose in life.
2. I feel connected to our organization's grander mission.
3. I remain loyal to my leadership values under difficult circumstances.
4. I am comfortable communicating our organization's mission to my employees.
5. I remain conscious and lead intentionally through my experiences.

	Never	Rarely	Sometimes	Often	Always
1. I am clear on my unique purpose in life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. I feel connected to our organizations' grander mission.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I remain loyal to my leadership values under difficult circumstances.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. I am comfortable communicating our organizations mission to my employees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. I remain consciously and lead intentionally through my experiences.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Purpose statement example from the HCL assessment

Example Assessment Report

Below responses belong to 10 Employees of the Sample Group representing the score for “Purpose”. The evaluation is a rating out of “5” and states the frequency of attribute demonstration as “always”. The group average results are calculated for every statement as well as overall score for each attribute.

Purpose	Weighted Average (Out of 5)
1.I am clear on my unique purpose in life.	3,9
2.I feel connected to our organizations’ grander mission.	4,2
3.I remain loyal to my leadership values under difficult circumstances.	4,2
4.I am comfortable communicating our organizations mission to my employees.	4,3
5.I remain conscious and lead intentionally through my experiences.	4,3
Group Average	4,15

Purpose result example from the HCL assessment report

Human-Centered Leadership Score (HCL Score)

The responses of the individuals create a group score (team average score) for HCL attributes as shown in below table. The Human-Centered Leadership Score is an average of the scores and a result of the evaluation of all eight attributes. The group average HCL Score helps the team set the expected bar to identify the development areas to create an excellence in leadership among members. On the other hand, it provides insights to our subject matter experts to focus more on which topics in customizing the HCL program.

Based on below sample results, we may, for example, recommend that the organization focus on developing Emotional Insight and Foresight, then Purpose and Wisdom with their leaders.

	Average Score (Out of 5)	<i>Below Group Average</i>
Purpose	4,15	•
Courage	4,32	✓
Foresight	3,94	•
Emotional Insight	3,84	•
Wonder	4,24	✓
Wisdom	4,16	•
Compassion	4,38	✓
Mastery	4,44	✓
<u>Group Average Score</u>		<u>4,18</u>

Example HCL Score