

Actionable Allyship Self-Assessment

This confidential assessment aligns with the All In Action Framework. It is designed to reveal your current allyship strengths and opportunities for growth.

Read each of the action statements below and give each one a score from 1-4 based on how often you demonstrate them.

1 – Never 2 – Rarely 3 – Often 4 – Always

Build your knowledge

- ☐ I learn about people who are different to me.
- ☐ I invest time in learning about equity & inclusion.
- ☐ I leverage insights from Employee Resource Groups (or equivalent) to impact business outcomes.
- ☐ **Subtotal**

Explore & grow

- ☐ I am aware of and challenge my own biases and assumptions.
- ☐ I seek feedback about the impact of my actions & behaviours on others.
- ☐ I take feedback seriously and course correct.
- ☐ **Subtotal**

Practise self-compassion

- ☐ I accept that I will make mistakes.
- ☐ I see my mistakes as opportunities to listen, learn, and improve, without dwelling on them.
- ☐ If I unintentionally make a mistake, I apologise, correct myself and move on.
- ☐ **Subtotal**

Centre the experiences of others

- ☐ I actively listen to the experiences of others without being judgmental or defensive.
- ☐ I believe others' experiences and challenge my own assumptions.
- ☐ In discussions, I intentionally hold back from sharing my view, until others have shared their own perspectives.
- ☐ **Subtotal**

Create safe spaces for dialogue

- ☐ At the beginning of group discussions, I remind participants to give each other their full attention.
- ☐ I share my experiences with equity and inclusion to build trust and connection with others.
- ☐ I invite people to raise concerns, even if it feels uncomfortable.
- ☐ **Subtotal**

Amplify voices

- ☐ When developing ideas or making decisions, I ask 'Whose perspective are we missing?'
- ☐ I advocate for individuals from marginalised groups when they're not in the room.
- ☐ I give credit to individuals whose voices are often overlooked or unheard.
- ☐ **Subtotal**

Speak out

- ☐ I say something when I hear people make comments that are rooted in stereotype or assumption.
- ☐ If I notice someone is being talked over or dismissed, I draw attention to it.
- ☐ I challenge inequities and unfair practices when I witness them.
- ☐ **Subtotal**

Make equitable & inclusive decisions

- ☐ I ensure diverse perspectives are included when developing products and services.
- ☐ I prioritise equity when making hiring, promotion and other critical people decisions.
- ☐ I evaluate and measure the outcomes of my decisions across different populations.
- ☐ **Subtotal**

Drive accountability

- ☐ I establish equity & inclusion goals that tie to business performance.
- ☐ I hold all team members accountable for creating an inclusive environment.
- ☐ I reward equitable & inclusive behaviours.
- ☐ **Subtotal**

Create sustainable change

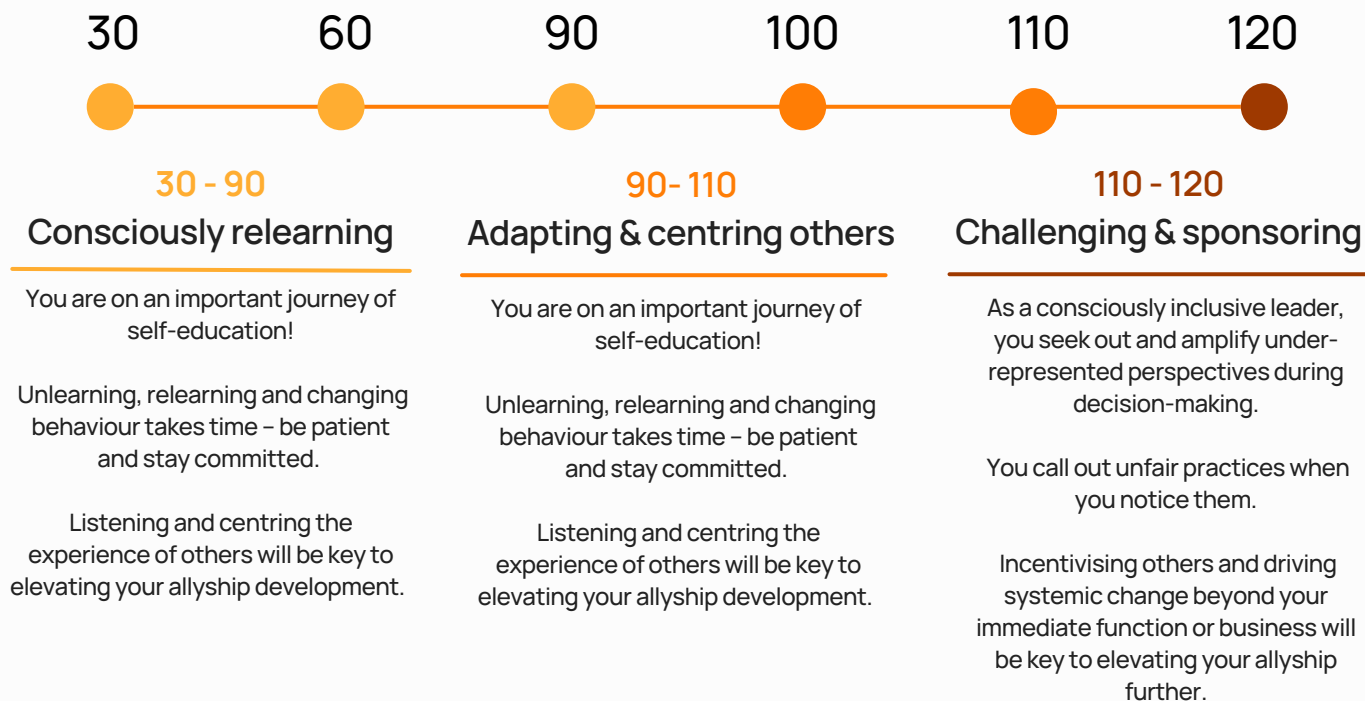
- ☐ I use a data-driven approach to develop and evaluate policies.
- ☐ I elevate equity & inclusion when developing and executing strategic plans.
- ☐ I make equity & inclusion a priority when collaborating with others from different parts of the value chain.
- ☐ **Subtotal**

Total Score

See next page for
'Understanding Your Results'

Understanding Your Results

Based on the Total Score of your self-assessment, reflect on your current position using the scale below.



REMEMBER: Allyship is never 'done', it's a lifelong journey that takes ongoing vulnerability, courage and curiosity!

Taking data-driven action

These insights provide you with a baseline snapshot of where you're currently demonstrating effective allyship behaviours, and how to strengthen your capability. So what now...?



PLAN: From what you've discovered, identify one thing you will do differently from tomorrow onwards as a commitment to developing your allyship behaviours.



DO: Following your in-person workshop, you will receive monthly 'All In Action Prompts' designed to help you experiment with allyship. Remember: regular practice and reflection are vital for advancing as an inclusive leader!



REVIEW: By periodically revisiting this self-assessment and regularly seeking 360 feedback, you can continue to monitor where you're demonstrating effective allyship behaviours and where there are opportunities for personal growth.

