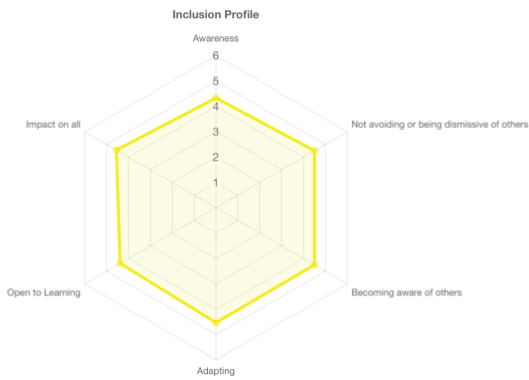


Membership Levels

Inclusion Profile

Download Chart



Interpreting the data from the assessments What Do

Your Results Mean?

Your inclusive leadership scores are shown above in the radar diagram.

Radar profiles and Developmental Matrices

The Radar Profiles are designed to be used with the developmental matrices which are available through the training program to DEI consultants and Psychologists for use with individuals and organisations.

There are supporting developmental matrices for each assessment which can be used by DEI consultants and Psychologists in interpreting the data and writing reports. They can also be used to for setting you action plan and monitoring progress.

If you require more detailed information about the results presented, please email contact@sixstagesframework.com

The information below will help you understand your scores.

Tables 1 below provides a summary of the competencies and characteristics associated with your scores at Stages +1 to +6

Table 1: Summary of Leadership character

By understanding these characteristics and competencies at each stage, leaders can navigate their DEI development journey and work towards becoming authentic inclusive leaders who foster lasting change.

SSF Stages	Characteristics	Key Competencies
Stage 1: Emerging Awareness	Limited understanding of DEI but shows signs of curiosity.	Minimal understanding but beginning to question long-held assumptions
Stage 2: Discomfort and Awakening	Recognizes DEI but avoids action. Quiet internal conflict signals growth. Performative support, lacks depth	Defensive communication, surface-level Engagement.
Stage 3: Developing Understanding	Actively seeks to learn. May begin to understand systems of power and discrimination	Uses inclusive language but lacks authenticity.
Stage 4: Engaged and Reflective	Confident in engaging in complex conversations. Seeks education, starts accountability	Encourages dialogue, integrates DEI in decisions
Stage 5: Ability to see the bigger picture. Active Anti-Racist	Champions change, advocates DEI	Embeds DEI in operations, challenges discrimination
Stage 6: Authentic Inclusive Leader	Fully embodies and drives inclusivity	Inspires and leads systemic change