

EDI Fitness Test

Before you answer the questions...

Remember, this is a self-reflection tool. Be honest in your responses to gain the most accurate insights.

This test is a starting point. Consider seeking external, objective expertise to further evaluate and enhance your EDI efforts.

Regularly revisit these questions to track your progress and ensure ongoing commitment to EDI.

Disclaimer:

This self-reflection is based in facts – your organisation will either be active in the areas described, or not. However, it is not an exhaustive measure of EDI effectiveness. It is intended to provide a snapshot and encourage reflection and action.

Scoring:

For each question, assign a score based on the following scale:

0

Not at all

1

To some extent

2

Mostly

3

Completely

Category 1

Effective EDI Strategy

Is your company's EDI strategy clearly defined and documented and up to date?

Is your EDI strategy directly linked to your company's overall business goals and financial performance (i.e. it is as high a priority as financial and customer goals; the organisation has a clear view of the benefits it will deliver)?

Do you have specific, measurable targets and timelines for achieving your EDI goals?

Are all employees aware of the company's EDI strategy and their role in its implementation?

Is your EDI strategy published and accessible both internally and externally?

Total

Category 2

Leadership Buy-In and Development

Have senior leaders received individualised coaching or training on EDI?

Do senior leaders actively champion EDI initiatives within the company?

Do you have mechanisms for senior leaders to receive feedback on their EDI efforts?

Are senior leaders held accountable for progress on EDI goals?

Do your most senior leaders truly own EDI or is it delegated to HR or elsewhere?

Total

Category 3

Inclusive Culture and Employee Development

Do all employees receive regular training on EDI topics?

Does the organisation ensure that there are safe spaces for employees to discuss EDI issues openly?

Does your company encourage employee-led initiatives on EDI?

Do you regularly collect and act on employee feedback regarding EDI?

Do your employee demographics reflect your customer base?

Total

Add up your scores for each category

12-15

Indicates a **strong focus**.

9-11

Suggests **moderate effort** with room for improvement.

0-8

Signals a need for **significant attention**.

Want to discuss further?

Let us know your thoughts – and your concerns

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the
motivationagency
hearts and minds at work

