

aperian



**Inclusive Behaviors Inventory<sup>SM</sup>**

# **Psychometric Evaluation and Insight Report**

VERSION 3.2.0

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# Executive Summary

The Inclusive Behaviors Inventory (IBI) is an online assessment that evaluates inclusive behaviors in the workplace with a global approach. Through a series of questions, individuals are assessed using five dimensions critical to inclusivity:

1. Learning About Bias
2. Building Key Skills
3. Working Across Boundaries
4. Becoming a Champion, and
5. Getting Results.

The peer review iteration, the IBI 360, provides teams and organizations with a shared vocabulary to improve inclusion. This report covers the validity and reliability of the IBI assessment, as well as the statistics used for the scoring procedure.

With Inter-item correlation and Cronbach's alpha of over 0.70, it has been established that the individual survey items and the dimensions they are meant to measure are reliable and share moderate correlations. Through the testing with over 9,000 end users from across the globe, Aperian Global has ascertained that the IBI is a dependable tool for measuring inclusive behaviors.

To provide our learners with more value, there are 3 different dimensions to our scoring that delivers insights of their positioning. The raw score is calculated based on the ordinal data associated with the response indicated for each item on the IBI. The raw score is then transformed to position the IBI participant in relation to the average score of others through a standardization process. This allows all scores to be fairly and accurately compared. The percentile rank is a positional measure indicating the proportion of IBI participants that have a scaled score of equal or lesser value.

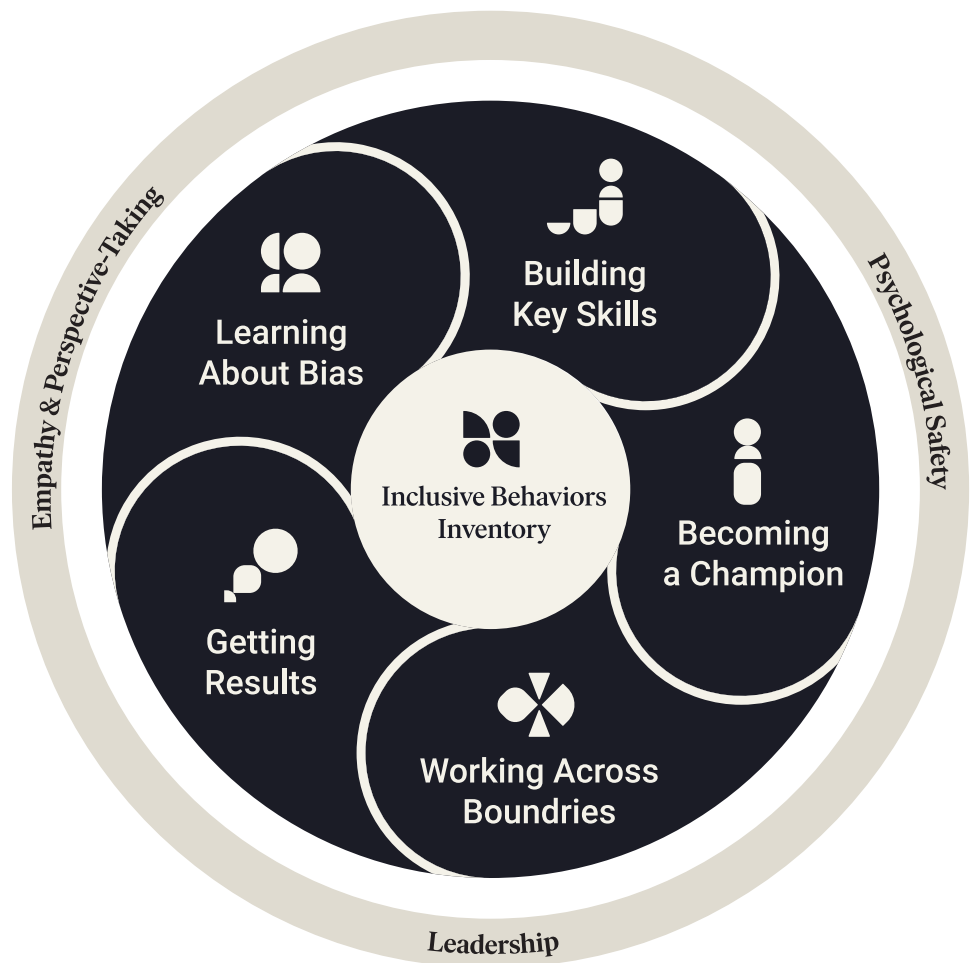
Moving forward, the IBI will be regularly re-evaluated to ensure the reliability and validity of the assessment as a tool.

# The Inclusive Behaviors Inventory (IBI)

The Inclusive Behaviors Inventory (IBI) is an online assessment that evaluates inclusive behaviors in the workplace with a global approach. Individuals respond to a series of questions that assess them using five dimensions critical to inclusivity: Learning About Bias, Building Key Skills, Working Across Boundaries, Becoming a Champion, and Getting Results.

After completing the inventory, individuals receive a confidential, personalized report that identifies strengths and areas for improvement, as well as tailored, practical suggestions on how to become more inclusive.

The IBI report summarizes the survey-taker's scores across five dimensions of the **Inclusive Behaviors Model**. This model is based on extensive experience supporting global organizations that seek to create to create more inclusive work environments as well as research described in the book *Inclusive Leadership, Global Impact*, co-authored by Dr. Ernest Gundling, co-founder and managing partner of Aperian Global, and Dr. Cheryl Williams, Professor Emeritus at Concordia University in Irvine, California.



## The IBI 360

The IBI 360 is an iteration of the IBI, designed to be used as a 360/Peer Review instrument. With IBI 360, teams and organizations are given a shared vocabulary to better their inclusion initiatives. People leaders are also able to receive feedback on their inclusiveness on the team and organizational level based on actionable behaviors.

Questions within the IBI 360 are targeted at behavioral measures, focusing on the participants' impact at inclusion.

# Psychometrics

In survey development, design, and testing, reliability and validity are tests of the appropriateness and accuracy of an assessment tool. Empirically confirming psychometric validity and reliability of the IBI demonstrates that "it works." A summary of empirical tests confirming reliability and validity of the IBI within the pre-test sample is featured below.

## Reliability

Reliability testing for each IBI dimension assessed internal consistency of the individual items using Pearson's Inter-item correlation and Cronbach's alpha. To establish reliability, individual items should have a moderate correlations (~0.30 to 0.60) and Cronbach's alpha should be > 0.70.

## Validity

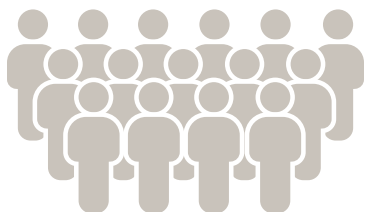
Face validity, while largely subjective, is an important step to establishing rigorous, comprehensive validity of an assessment. The IBI has established face validity as subject experts developed, reviewed, and edited individual items for each dimension affiliated with the Inclusive Behaviors Model. Additionally, the academic literature was consulted so the questions reflected the most recent research.

Construct validity was also evaluated for the IBI. Establishing construct validity confirms the relationships between the 5 dimensions (or constructs) on the IBI and the individual questions that measure them. To establish construct validity, confirmatory factor analysis was performed using varimax rotation, extracting 5 components (or dimensions, for the IBI). The component matrix was used to examine correlations between each dimension and corresponding individual items. The results show a clear relationship between the individual items and the dimensions they were designed to measure.

Dimension or Key Inclusion Indicator	RELIABILITY		VALIDITY
	Inter-item Correlation	Cronbach's Alpha	Range of Factor Loadings
Learning about Bias	0.49-0.71	0.81	0.47-0.67
Building Key Skills	0.39-0.66	0.87	0.46-0.72
Working Across Boundaries	0.47-0.73	0.89	0.45-0.78
Becoming a Champion	0.60-0.74	0.84	0.53-0.74
Getting Results	0.52-0.67	0.88	0.59-0.70
Empathy & Perspective-Taking	0.44-0.61	0.87	
Psychological Safety	0.35-0.67	0.85	

# TESTING & VALIDATION

The IBI has been tested in a large sample of end-users where we also gathered informal feedback from clients to establish acceptability of the tool. Overall, the data demonstrate the IBI is a dependable tool for assessing inclusive behaviors.



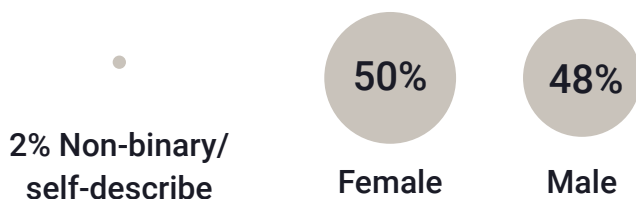
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End-Users included in this analysis

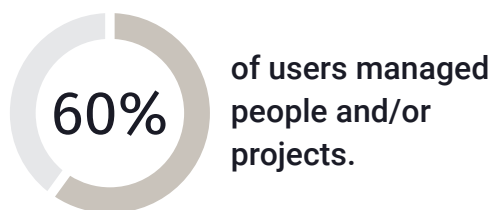
### COUNTRY OF RESIDENCE



### GENDER



### LEADERSHIP



Dimension or Key Inclusion Indicator	Cronbach's Alpha
Learning about Bias	0.91
Building Key Skills	0.87
Working Across Boundaries	0.92
Becoming a Champion	0.92
Getting Results	0.93
Empathy & Perspective-Taking	0.82
Psychological Safety	0.83

Face validity of the IBI was re-established by reviewing the new questions and key indicator scales with both content experts and those less familiar with the topic of inclusive behavior. Cronbach's alpha was used to confirm reliability in the larger sample of end-users. Overall, all dimensions and key indicators retained strong reliability and are well over the established threshold (>0.70). Validation of a tool is an ongoing and iterative process, so psychometrics of the IBI will be regularly re-evaluated.

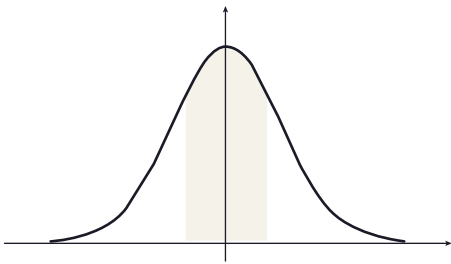
# SCORING PROCEDURE

To provide users with meaningful insights, there are three different dimensions to our scoring process.



## Raw Score

The raw score is calculated based on the ordinal data associated with the response indicated for each item in the IBI assessment.



## Normed Distribution

The raw score then undergoes a transformation process that bases the learners' score to that of an average IBI user. This allows all scores to be fairly and accurately compared.



## Percentile Rank

The percentile rank is a positional measure that places the transformed scores on a 0-100 scale, with 50 being the position where an average IBI user usually scores themselves at.

# ABOUT APERIAN

More than 30 years ago, Aperian pioneered a new approach to understanding culturally diverse teams and the impact this diversity can have on organizations. This expertise is the foundation of our data-driven learning platform, with scalable, interactive solutions that cultivate inclusion for measurable impact.

Starting with individuals, we help people show up with empathy and insight, inspiring change at work and beyond. This inspires teams to bridge differences, allowing unique strengths to shine through, and accelerating innovation. And it ultimately affects entire organizations—those operating globally in reach, mindset, or ambition—helping build the skills and confidence to create inclusive environments that connect people and fuel growth.

Aperian has grown from a two-person team into a dynamic workforce spanning 60 countries and 32 languages. We are a trusted partner to over half of the Fortune Global 100, and have turned three million learners, and counting, into changemakers. Designed for human impact on a global scale, Aperian enables learning for transformation.

[aperian.com](https://www.aperian.com)



For more information about the Inclusive Behaviors Inventory and its uses, please reach out to us at: [contactus@aperian.com](mailto:contactus@aperian.com).