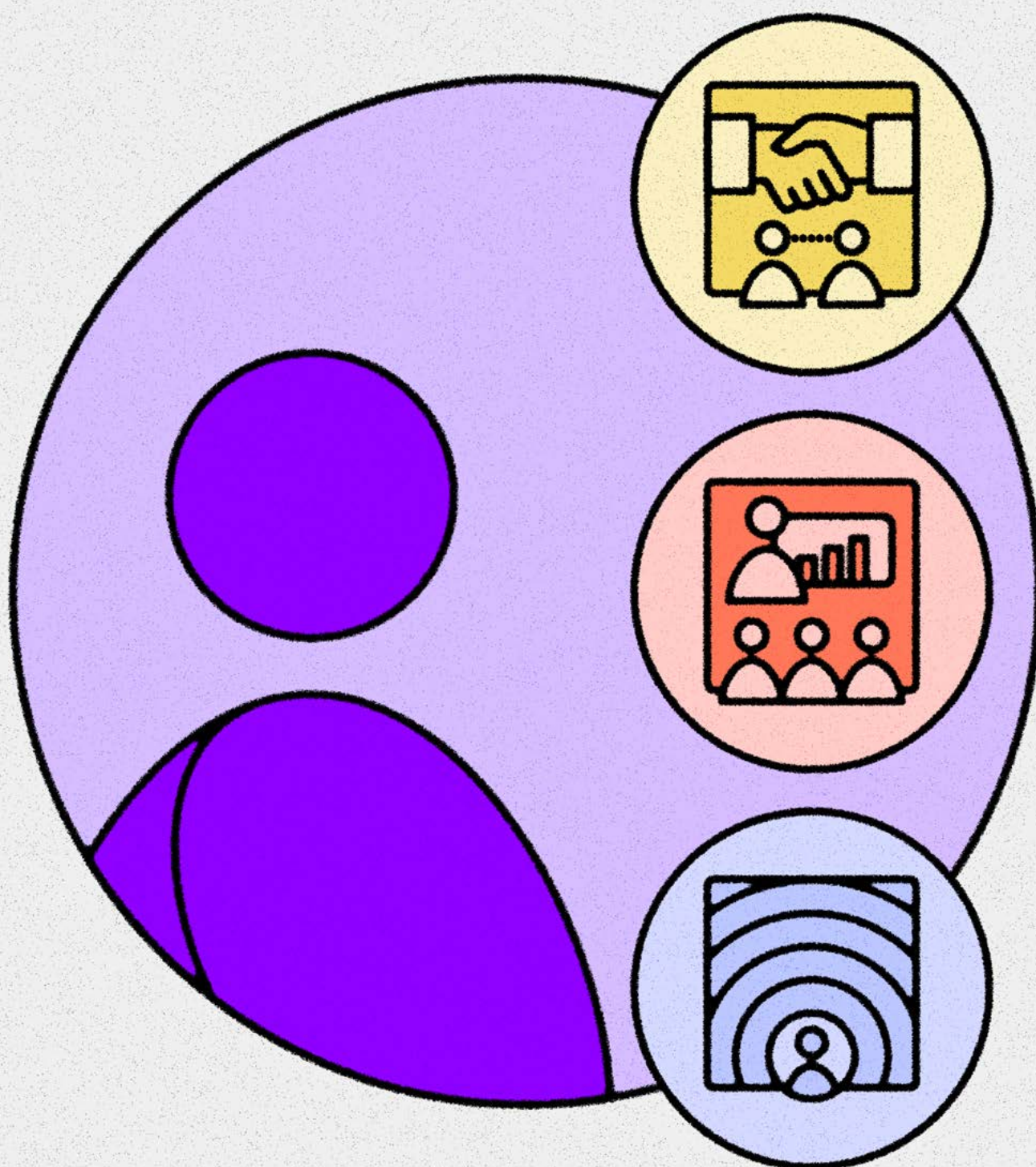


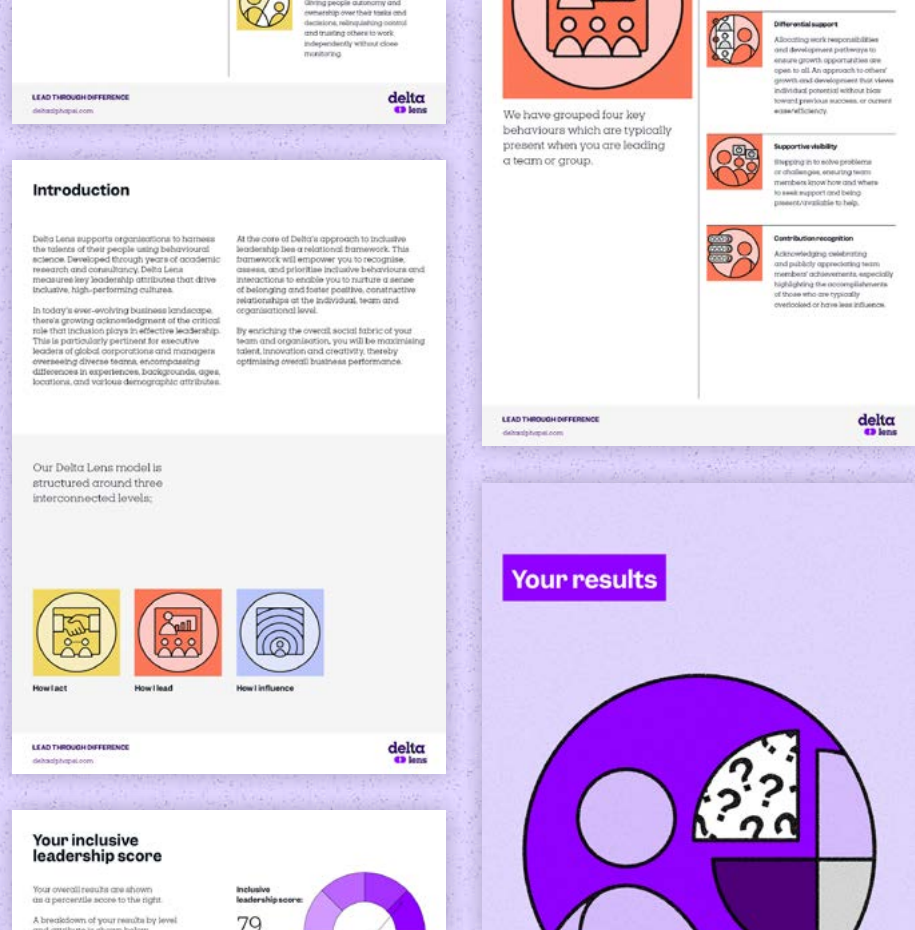


Lead through difference

Delta Lens is a leadership assessment that measures key behaviours that drive inclusive, high-performing cultures.



About



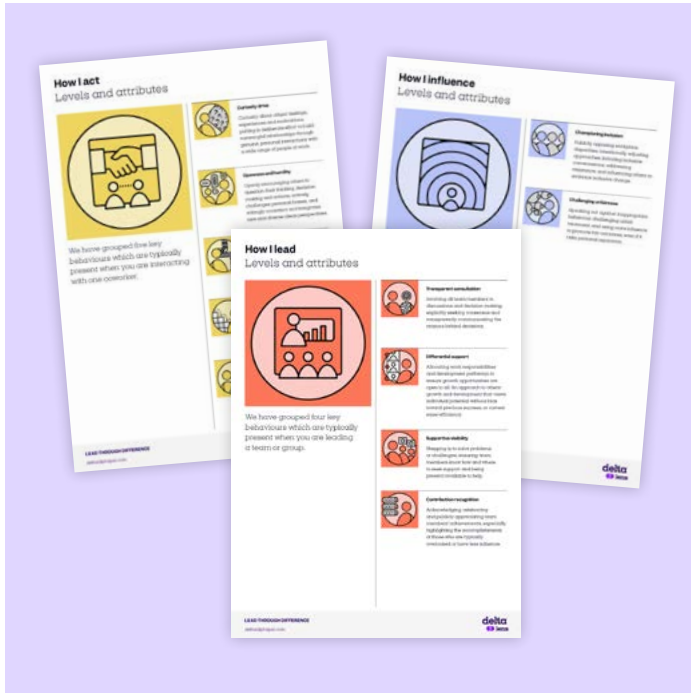
Delta Lens uses behavioural science to help organisations harness the talents of their people.

Drawing on over a decade of academic research and consultancy, **Delta Lens is an online 20 minute questionnaire** that measures key leadership behaviours that drive inclusive, high-performing cultures. These behaviours are directly linked to maximising the potential of individuals in the workplace, distinguishing Delta Lens from more general personality assessments.

High-performing leaders and organisations must engage, retain, and maximise the potential of their diverse talent pool. This is especially important in a global context, where leaders and managers interact with teams, customers, and suppliers who differ widely in experience, background, location, age, and other demographic factors.

Delta Lens is a self-assessment, providing valuable insights into how leaders and managers perceive their own inclusive behaviours. To understand how their coworkers, direct reports and manager perceive their inclusive behaviours, our **Delta Lens 360°** feedback tool enables organisations to compare a leader or manager's own perception of these behaviours versus the perception of others.

Assessment structure



Delta Lens helps leaders and managers interpret their behaviours across three levels.

Once the questionnaire is completed, a personalised Delta Lens report will be generated. This report will provide valuable insights into key leadership behaviours which drive inclusive, high performing teams and cultures.



How I act

We have grouped key behaviours which are typically present when you are interacting with at least one other coworker.

Examples of key behaviours:

- Adaptive coaching
- Giving ownership

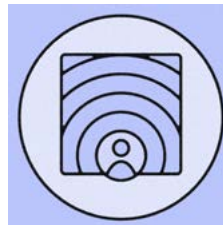


How I lead

We have grouped key behaviours which are typically present when you are leading a team or group.

Examples of key behaviours:

- Transparent consultation
- Differential support



How I influence

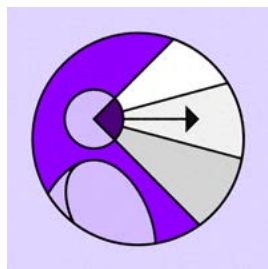
We have grouped key behaviours which are typically present when you are influencing others at an organisational level.

Examples of key behaviours:

- Championing inclusion
- Challenging unfairness

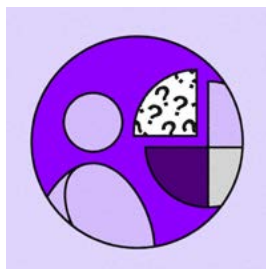
Benefits

Delta Lens provides:



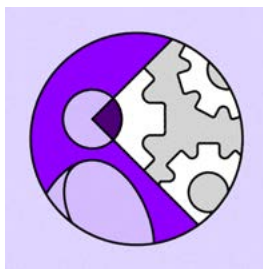
Inclusive leadership score

A total score, combining all behaviours and presented as a percentile ranking which compares others on the same scale.



Insights

A breakdown of scores per behaviour with personalised insights into how this behaviour may impact others.



Growth areas

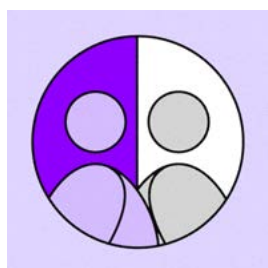
Extensive development tips for 3 of the lowest scoring behaviours.



Key strengths

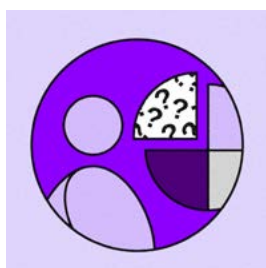
Extensive development tips for leveraging 3 of the highest scoring behaviours.

Delta Lens 360° provides:



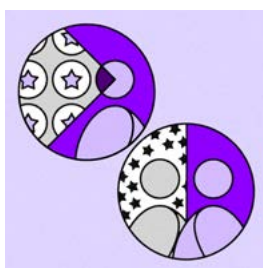
Comparative summary

A summary of a leader or manager's self perceptions compared with all of their coworkers' ratings.



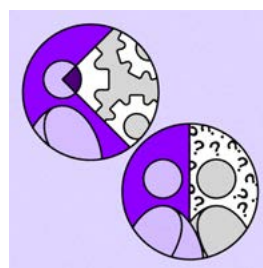
Insights

A breakdown of scores per behaviour showing self-perceptions compared with raters grouped in categories (direct reports, coworkers, line manager, stakeholders).



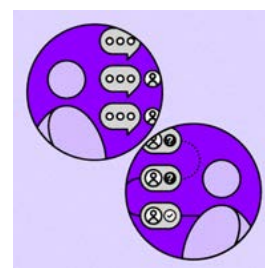
Key strengths and hidden strengths

Personalised results showing five of the highest scoring behaviours from all rater groups and any hidden strength areas where there is a positive discrepancy between self perception and the perception of others.



Growth areas and blind spots

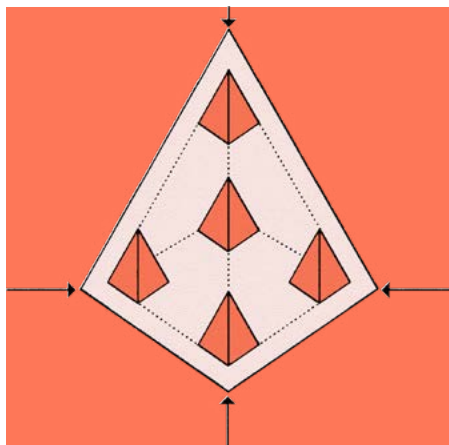
Personalised results showing five of the lowest scoring behaviours from all rater groups and any blind spot areas where there is a negative discrepancy between self perception and the perception of others.



General feedback and development plan

Feedback by raters and a chance to reflect and grow based on the insights gained.

Delta services

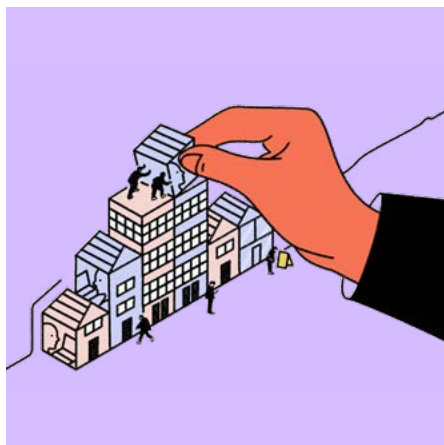


Leadership & Diverse Talent Programme

Delta has over 10 years' experience creating bespoke inclusive leadership solutions which optimise business performance.

Our Inclusion Ecosystem[®] approach harnesses a collaborative network of leaders, individuals and teams across your organisation, who work towards building equitable systems that embed a culture of inclusion for optimised performance.

Our practical workshops and coaching solutions for, line managers, senior leaders, allies and under-represented professionals actively foster a culture of inclusion and advance equity within your business.

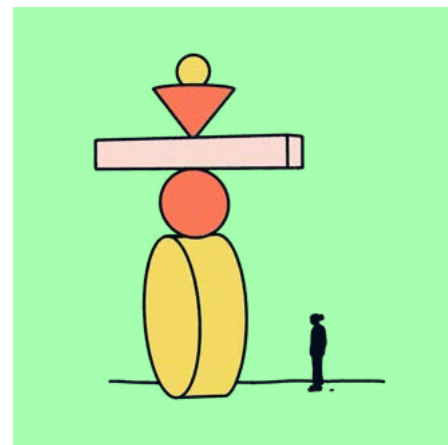


Psychometrics and Personality Assessment

As Business Psychologists, we offer a wide range of assessments to help managers, leaders and employees flourish, and diverse organisations thrive.

Our psychometric assessments can be used to support you in your inclusive talent strategy, leadership development strategy, team building and organisational culture transformation strategy.

Tools include our Delta Lens and Delta Lens 360° assessments which measure key leadership behaviours that drive inclusive high performing cultures.

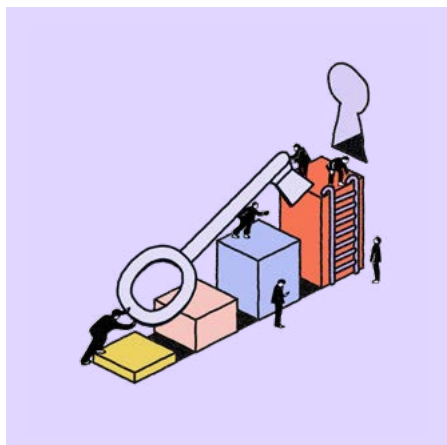


Senior Leadership / Executive Team facilitation and other workshops

Our virtual and in-person workshops are engaging, impactful and evidence-based. We apply organisational psychology principles for positive impact on your teams and leadership, in topics such as team personality profiling, inclusive leadership, psychological safety, conflict management, career development and authentic leadership.

We engage senior teams to help you foster a culture of collaboration and innovation, improve leadership effectiveness and drive sustainable growth and success.

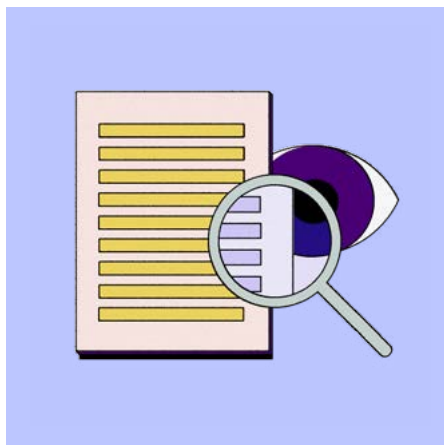
Delta services



Advisory

Using evidence-based management principles, our experts are well-positioned to provide strategic advice on inclusion, leadership and culture transformation.

Our emphasis is always on impact, meaning we cut through complexity to provide solutions which help you achieve your inclusion and performance objectives.

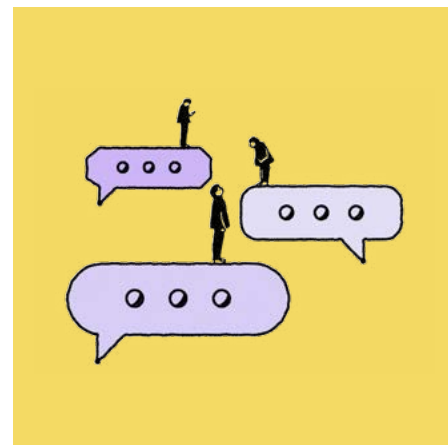


Research

Our surveys, interviews and focus groups are expertly designed to gain a deep understanding of your culture.

By engaging a wide sample of your employees in a systematic and confidential way, we elicit rich data to develop storyboards, frameworks and tools that promote understanding and engagement for sustainable change.

Our reports offer strategic recommendations and practical actions to increase engagement, support your retention and progression goals and build inclusive cultures.



Coaching and Executive Coaching

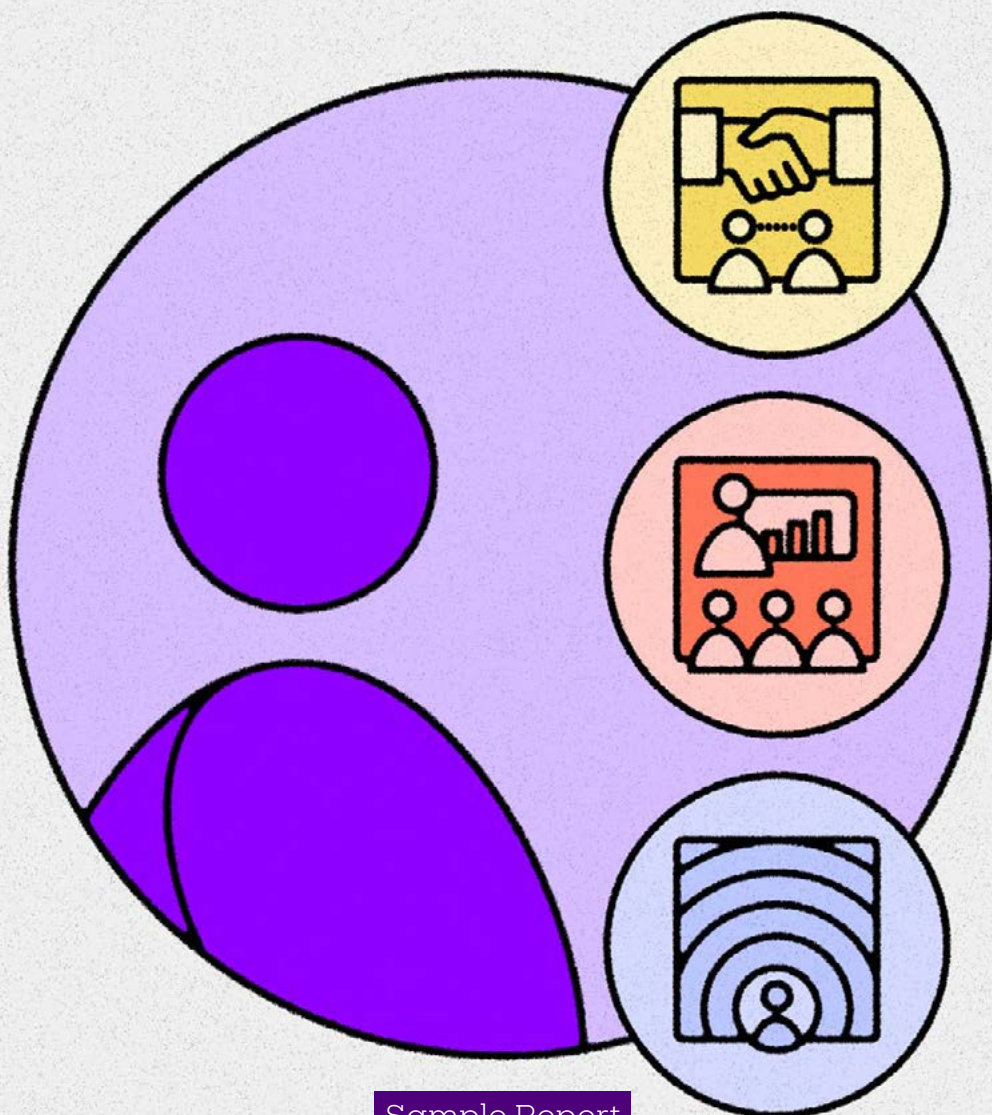
Our experienced and certified coaches engage clients in a thought-provoking, goal-generating exchange by listening, probing and appropriately challenging thinking and assumptions.

Delta has a strong track record in helping new managers and emerging leaders chart a path to leadership through embracing authenticity and leveraging unique strengths. We also have extensive experience in working with helping established leaders to recognise their role in untapping talent from a diverse workforce.

Delta Lens

This sample Delta Lens report highlights key insights that leaders and managers can leverage to enhance their leadership impact at the individual, team, and organisational level.

Maria Sampul
July 2025



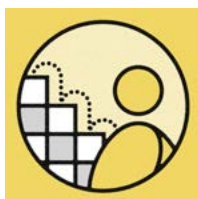
Sample results

This is an example of some of the results in a Delta Lens report.

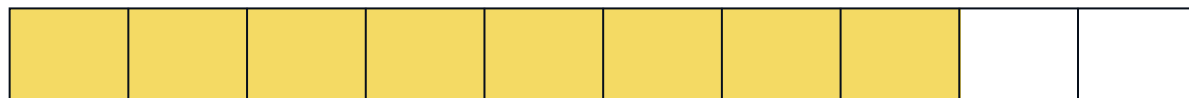


How I act

Five key behaviours which are typically present when a leader or manager interacts with at least one other coworker. One behaviour is shown below as an example.

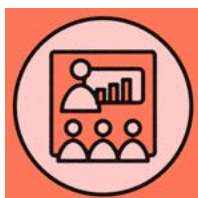


Adaptive coaching



Behaviour: Tailored approach to others' development.

Your approach: You remain calm and patient in challenging situations, thoughtfully considering how your words and actions might impact others.



How I lead

Four key behaviours which are typically present when a leader or manager leads a team or group. One behaviour is shown below as an example.



Transparent consultation



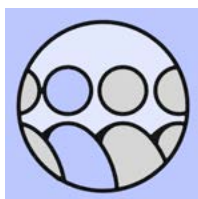
Behaviour: Appropriately involving the full team in decision-making.

Your approach: You rarely involve team members in decisions or discussions, preferring to make decisions independently without broadly seeking consensus or explaining your reasoning transparently.

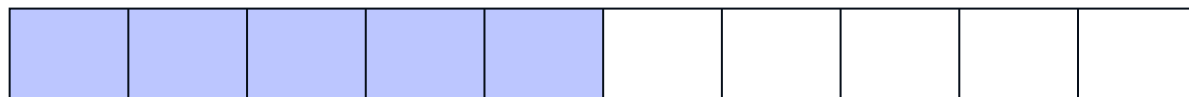


How I influence

Two key behaviours which are typically present when a leader or manager influences others at an organisational level. One behaviour is shown below as an example.



Championing inclusion



Behaviour: Visibly advocating for inclusion and its benefits at work.

Your approach: You intentionally support inclusive change and engage with diversity initiatives, though your public advocacy or willingness to challenge resistance may vary depending on the context or your level of confidence.

Growth areas and key strengths



Growth areas

Extensive development tips for three of the lowest scoring behaviours.



Giving ownership

Giving people autonomy and ownership over their tasks and decisions, relinquishing control and trusting others to work independently without close monitoring.

People who belong to underrepresented groups (e.g. women in leadership roles) are often subject to higher levels of scrutiny at work, and held to higher standards, compared to their male counterparts. Are there some people who you lift up or endorse more readily than others?

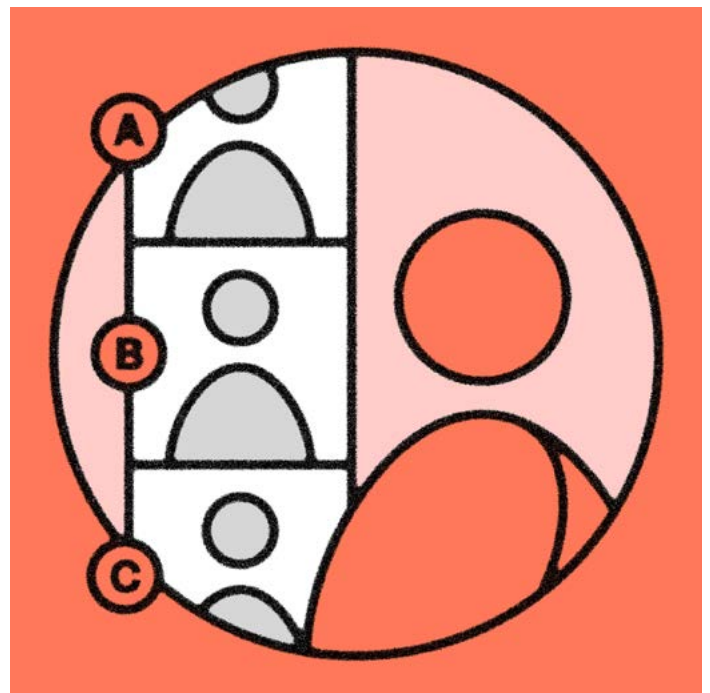
Suggestions are:

'You have the expertise to make the right decisions. I trust you to lead this initiative and I'm here to support you when you need it.'



Key strengths

Extensive leveraging tips for three of the highest scoring behaviours.



Differential support

Allocating work responsibilities and development pathways to ensure growth opportunities are open to all. An approach to others' growth and development that views individual potential without bias toward previous success, or current ease/efficiency.

You consistently demonstrate a commitment to equitable growth by distributing opportunities based on individual potential rather than convenience or familiarity.



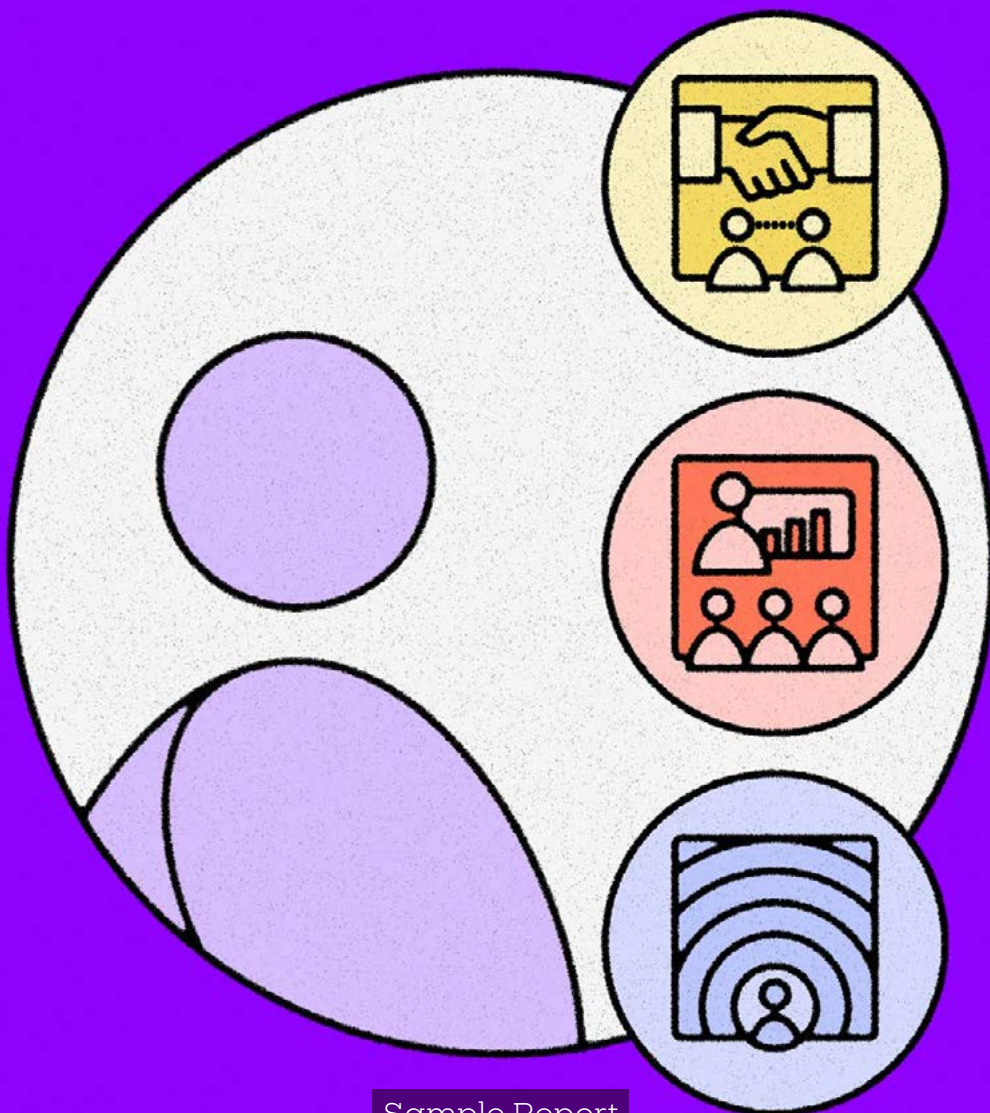
Tip — Track Development Access Over Time:

Regularly review who's received feedback, coaching, or stretch roles - not just who has asked for them. Spot and close any gaps to ensure everyone has equitable exposure to growth pathways.

Delta Lens 360°

This sample Delta Lens 360° report highlights key insights that leaders and managers can leverage to enhance their leadership impact at the individual, team, and organisational level.

Maria Sampul
July 2025



Sample Report

Sample results

This is an example of some of the results in a Delta Lens 360° report.



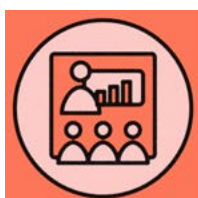
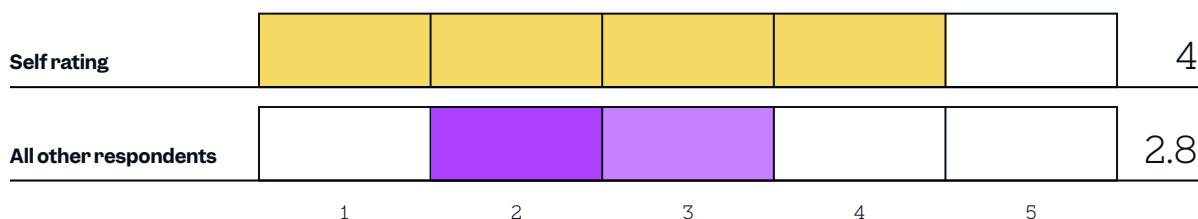
How I act

Five key behaviours which are typically present when a leader or manager interacts with at least one other coworker. One behaviour is shown below as an example.



Adaptive coaching

Actively supporting individual growth through personalised feedback, tailored learning opportunities, and regular check-ins to understand individual needs.



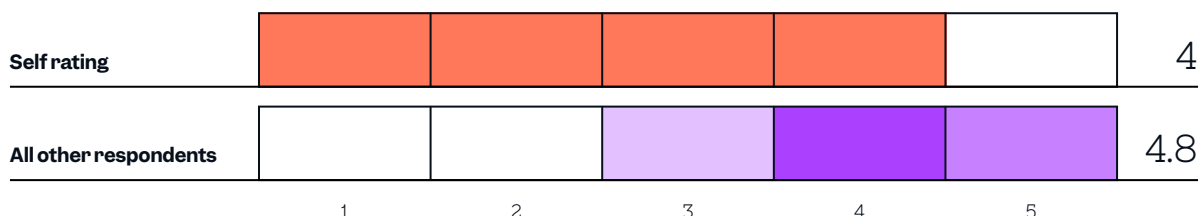
How I lead

Four key behaviours which are typically present when a leader or manager leads a team or group. One behaviour is shown below as an example.



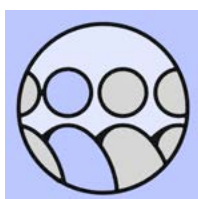
Transparent consultation

Involving all team members in discussions and decision-making, explicitly seeking consensus and transparently communicating the reasons behind decisions.



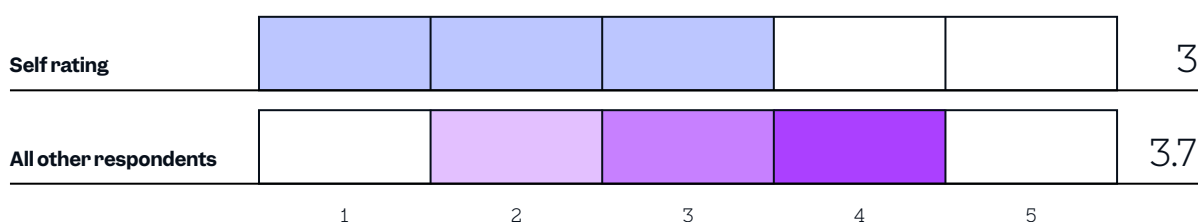
How I influence

Two key behaviours which are typically present when a leader or manager influences others at an organisational level. One behaviour is shown below as an example.



Championing inclusion

Publicly opposing workplace disparities, intentionally adjusting approaches, initiating inclusive conversations, addressing resistance, and influencing others to embrace inclusive change.



Growth areas and blind spots



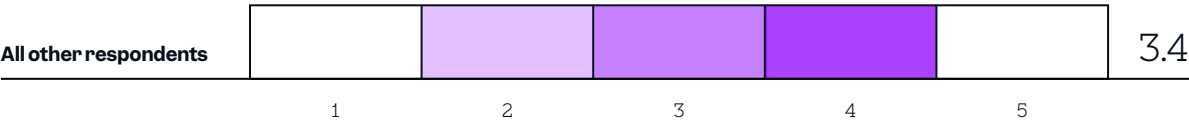
Growth areas

Five individual statements where a leader or manager’s coworkers rated them the lowest. One statement is shown as an example.



Giving ownership

Statement:
Maria encourages people to take full ownership and responsibility for their work.



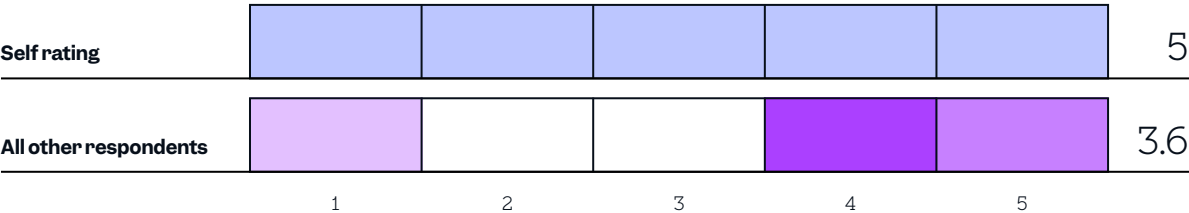
Blind spots

Blind spots are areas in which a leader or manager perceives themselves to be relatively more effective than others perceive them to be. One behaviour is shown below as an example.



Challenging unfairness

Speaking out against inappropriate behaviour, challenging unfair treatment, and using one’s influence to promote fair outcomes, even if it risks personal reputation.



Key strengths and hidden strengths



Key strengths

Five individual statements where a leader or manager’s coworkers rated them the highest. One statement is shown as an example.



Differential support

Statement:

I’m comfortable approaching Maria because they consider how their words and feedback might impact others.



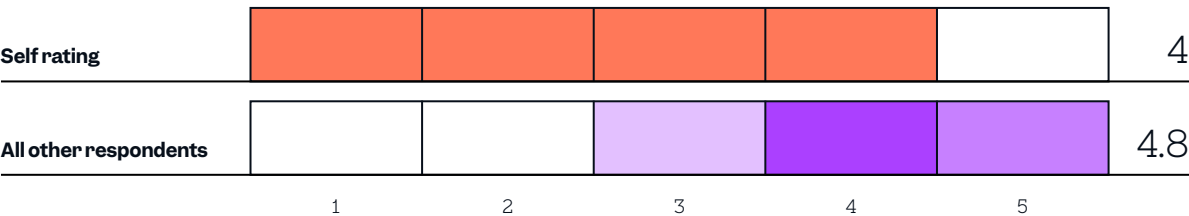
Hidden strengths

Hidden strengths are areas in which others perceive a leader or manager to be relatively more effective than they perceive themselves. One behaviour is shown below as an example.

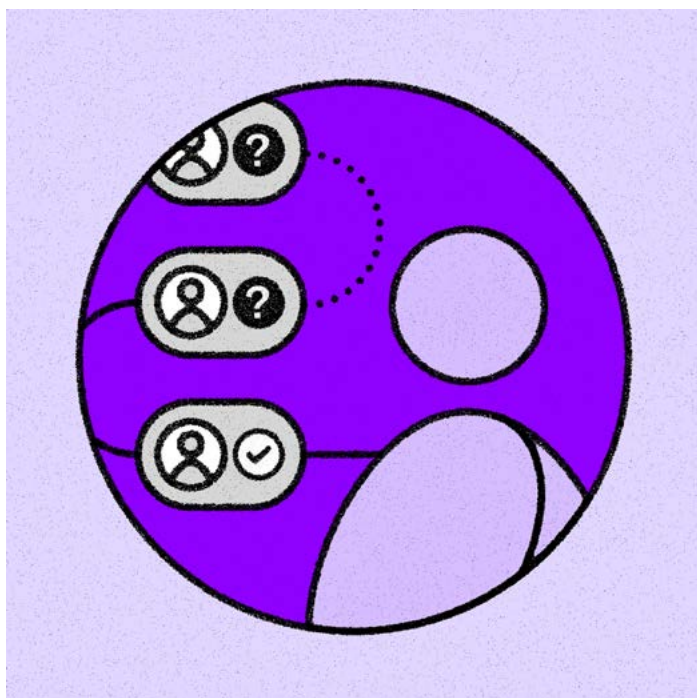


Transparent consultation

Involving all team members in discussions and decision-making, explicitly seeking consensus and transparently communicating the reasons behind decisions.



Feedback and development plan



The 360° report will include direct quotes obtained through the feedback process – highlighting both strengths and growth areas.

The leader or manager will be able to reflect on what the findings mean for them, identifying development areas and outlining goals and practical next steps to support their growth.

Your respondents were invited to answer in their own words the following question.

When do you see Maria at their best? Can you give an example?



Respondent 1

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Respondent 2

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Our Delta consultants can support leaders and managers interpret their results further, taking into account individual experiences and their role within the organisation.

We also offer tailored leadership workshops that focus on inclusive leadership behaviours at an organisational or group level, supporting our clients to drive higher team performance.

Contact us

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assessments@deltaalphapsi.com

deltaalphapsi.com

