**Collective Leadership Assessment (CLA) - Descriptor Focus**

## Descriptor Focus for Collective Leadership Assessment (CLA)

The Descriptor Focus is a part of the actual CLA order and the wording you insert in the space provided in the order is then added to a part of the instructions in the survey, which are seen when the survey taker logs in.

To be clear, there are words that are fixed and also blank spaces for you to customise text

### Below are some examples to help you in your process.

If you are doing a Team focus,

the fixed wording is in **BLACK AND BOLD BELOW** and the edit-able part is in red with suggestions

**Survey Instructions:**

**In this section you will be evaluating Members of** the collective Leadership Team, yourselves as the Executive Leadership **Team.**

OR

**In this section you will be evaluating Members of** the Executive Team i.e. yourselves as the collective members of the **Team.**

**If you are doing an Organisational Leader focus**,

the fixed wording is in **BLACK AND BOLD BELOW** and the edit-able part is in red with suggestions

**Survey Instructions:**

**In this section you will be evaluating Leaders / Managers of** the Executive Team of COMPANY NAME (as the Organisational Leaders) **Organisation.**

OR

**In this section you will be evaluating Leaders / Managers of** the collective leadership of “XYZ Org” (Top 100 of the) **Organisation.**