



Real World Group

## Select outstanding leaders

# Real World Leader

How a leader behaves is just as important as the competencies, skills and experience they bring. Day-to-day behaviour is what maximises performance in a sustainable way – especially in today's uncertain and rapidly-changing times.

The Real World Leader is an evidence-based tool designed for senior and Executive level recruitment and promotion. It is contemporary and much more fit-for-purpose than traditional personality-based assessments.

**In the “new work order”, selecting and promoting leaders based on behaviour, not personality, is critical.**

The Real World Leader assesses behaviours that have been proven to have the following impact:



Maximise performance through liberating employees' potential



Enable individuals and teams to be more self-sufficient when working remotely



Engage stakeholder contributions for the most effective decision-making



Protect & enhance employee wellbeing & motivation



Nurture innovation & readiness for change



Enhance information & knowledge flow

“...[personality tests] account for approximately 5% of an employee's job success while the other 95% of their performance is unaccounted for by personality.”

Beau Baez (2013) Personality Tests in Employment  
Selection: Use with Caution, Cornell HR Review



*We used the Real World Leader to support the recruitment of our Chief Executive position. The section panel found the feedback report insightful and brought additional depth to these discussions with the candidates.*

**Hilary Brearley**

Director of Workforce & OD, Acute  
NHS Foundation Trust

### **Reduces bias in selection & promotion**

Based on an inclusive leadership model, the Real World Leader enables you to reduce bias and level the playing field for all candidates.

**Further information on the next page.**



### **Real World Leader Model**

- **Motivating & Developing Others**
- **Valuing Others' Contributions**
- **Being Available & Approachable**
- **Responding to Others' Needs**
- **Encouraging Innovation & Learning**
- **Providing Clear Expectations**

- **Creating a Clear & Co-Designed Future**
- **Gaining Commitment to the Vision**
- **Confident Decision & Risk-Taking**
- **Taking a Strategic & Lateral Approach**
- **Building External Influence**

## D&I benefits of the RWL

# Selection & Promotion

### Helps reduce unconscious bias

One of the most powerful and often unconscious barriers to diverse leaders in selection is assessing against biased or outdated leadership approaches.

The Real World Leader helps reduce this issue as the Engaging Transformational Leadership model which it is designed to assess was developed using a very diverse sample of leaders. Behaviours measured are both contemporary and inclusive.



### Enables diverse talent to shine

There is more than one approach to being an effective leader. If organisations are to be genuinely inclusive, their selection process must reflect that.

The leadership behaviours assessed by the Real World Leader are not only those that are most effective in today's challenging times, but they include those in which white female and both male and female BAME leaders can be more likely to enact than white male leaders. In this way, it helps level the playing field.

### Helps select D&I positive leaders

The Real World Leader not only assesses behaviours that enhance performance and engagement in organisations, but includes those which are a key foundation for inclusion.

Research shows that the key to reducing inequality and enhancing fairness for diverse people is in the extent to which they are treated by their line manager in the ways assessed by the Real World Leader.

In this way, the Real World Leader helps identify leaders who have the right foundation for being an inclusive leader.



For more information or to use the Real World Leader, please contact your Real World Group Accredited coach or visit our website [www.realworld-group.com/selection-tool/](http://www.realworld-group.com/selection-tool/)



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