



Burke Learning Agility Inventory[™]
A Measure of Leadership Potential

Burke LAI[™] Questions and Answers

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Contact Us to Get Started
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Question: Do we have research citations?

Response: Research has not yet been published. However, working papers and ongoing research are currently being placed on our website: www.easiconsult.com.

Question: What positions in Army/Air Force is it being tested on?

Response: The plan is to test the Burke Learning Agility Inventory™ (Burke LAI) on officers in the U.S. Air Force. According to Warner Burke, his research team is in the process of administering the Burke LAI at the War College for the Army, for Colonels and Lt. Colonels – directly below the General level. That research is expected to be completed Fall of 2016.

Question: Who is currently using it?

Response: Current organizations using the tool represent the following industries: technology, insurance, and leadership consulting (numerous consultants with their own clients).

Question: How does this compare to Korn Ferry's measure?

Response: The Burke LAI is based on 5 years of research. The 9 dimensions on the Burke LAI (far fewer than Korn Ferry's tool) are robust and comprehensive yet succinct enough to be user-friendly. As a result, our self-paced certification program can be completed online in 4-6 hours rather than having to attend a two day course.

Question: Does Learning Agility have anything to do with personality?

Response: At this point in time, the only well-researched known relationship is that learning agility as measured by the Burke LAI correlates with "openness to new experience". But, we anticipate that additional research will continue to uncover additional relationships.

Question: How does this go along with traditional personality & cognitive assessments?

Response: Learning agility is a unique construct combining cognitive ability and personality; thus, the Burke LAI is an excellent addition (i.e., provides incremental value) to other well-researched assessments of potential.

Question: What does the test do to control for or measure defensiveness?

Response: Defensiveness is among the derailers that the Burke LAI acknowledges; yet, it is not directly measured at this time. However, as Warner Burke has noted, persons who are low in the BLAI dimensions of Feedback Seeking and/or Reflecting are likely to

be more defensive regarding openness to feedback and, thus, would be more defensive.

Question: How has it been validated?

Response: Internal consistency is very high. This sets the stage for demonstrating validity. Validation studies are being finalized at this time. Construct validation efforts, also examining locus of control, are expected to be finalized in the Spring of 2016.

Question: Do we have research on adverse impact?

Response: No, the Burke LAI has not yet been validated or used for selection purposes so no adverse impact data has been collected.

Question: Has it been legally challenged?

Response: No.

Question: How does the portal work?

Response: Once certified, a person can access their unique portal anywhere that they have internet access. With their user name and password, they can set up individuals to take the test and download reports instantly upon Burke LAI completion.

Question: How much does it cost?

Response: Cost is \$125 private sector and \$87 public sector (per user). Additionally, Learning Guides/Training Materials can be purchased for an additional \$60 per user (\$10 discount if pre-purchased with Burke LAI).

Question: How many questions are there?

Response: 38

Question: How long does it take to take?

Response: Approximately 20-25 minutes (on average)

Question: How long does the training take?

Response: Approximately 4-6 hours (on average)

Question: Is this a self-report measure or are there tests for speed, flexibility, etc.?

Response: The test is self-report. There are scores reported for the test overall and by learning agility dimension (including speed and flexibility).

Question: What do the questions look like?

Response: They are Likert-style questions rating the frequency of behaviors from 1 (low) to 7 (high).

Question: How are we connected with Center for Creative Leadership?

Response: A norm base of 393 CCL participants was used to set percentile numbers for the overall test and each of the 9 dimensions. But, CCL is no longer affiliated with the Burke Learning Agility Inventory in any way and is not involved in ongoing research or utilization of the assessment.

Question: Have we patented the term “Learning Agility”?

Response: No. But we are currently registering the name “Burke Learning Agility Inventory.”