

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



Questions and Answers

EASI Consult[®] – We've Been on Your Side of the Desk
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Question: *Do you have research that supports the Burke Learning Agility Inventory™ ?*

Response: Working papers and ongoing research are currently being placed on our website, <http://www.easiconsult.com/services/blai.html>. Our *Technical Report* includes the research behind the development and validation of the *Burke Learning Agility Inventory™* (Burke LAI™).

Question: *Who is currently using the Burke LAI?*

Response: *Our clients are near and far. We have Burke LAI users from the U.S. to Australia, Korea, Japan, China, India, Europe and the U.K.*

Question: *How does this compare to Korn Ferry's measure of learning agility?*

Response: The Burke LAI is based on over five years of research. The nine dimensions measured by the Burke LAI (far fewer than Korn Ferry's tool) are robust and comprehensive, yet succinct enough to be user-friendly. The dimensions are behavioral, which allows test-takers to develop their learning agility skills through the developmental statements in the Burke LAI (extended) Report.

Question: *Does learning agility have anything to do with personality?*

Response: Recent research conducted by EASI•Consult® and Hogan Assessment Systems has identified relationships between learning agility and the Big Five Personality Factors. At the same time, it's clear that – in combination – personality (measured by the Hogan Personality Inventory) and learning agility (measured by the Burke LAI) provide better information on a leader's potential and success.

Question: *How does this relate to traditional personality & cognitive assessments?*

Response: Learning agility is a unique construct combining cognitive ability and personality. 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: *Do you have research on adverse impact?*

Response: No, however, since learning agility (as measured by the Burke LAI) is not a cognitive measure. We would not expect to find adverse impact in employment selection decisions.

Question: *Has the Burke LAI been legally challenged?*

Response: No.

Question: *I understand the Burke LAI comes with a Testing Administration Portal. 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 the Burke LAI cost?*

Response:

- For the Burke LAI (self-assessment), the cost is \$125 for a basic report.
- For the Burke LAI (self-assessment), the cost is \$175 for an extended (developmental) report.

Note: For the 360° Burke Learning Agility Survey and report, the cost is \$385.

Question: *How many questions are there in the Burke LAI?*

Response: 38

Question: *What is the typical time period required to complete the Burke LAI?*

Response: Approximately 20 minutes (on average).

Question: *What is included in the reports?*

Response: There is one score reported for “overall” learning agility, as well as, separate scores for each of the nine learning agility dimensions. The report includes narrative feedback on each of these characteristics. The basic report includes a narrative summary paragraph for each metric. The extended report expands on this to include feedback and developmental recommendations at a test-item level (over 12 pages).

Question: *How are you connected with the 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 nine dimensions. However, 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.