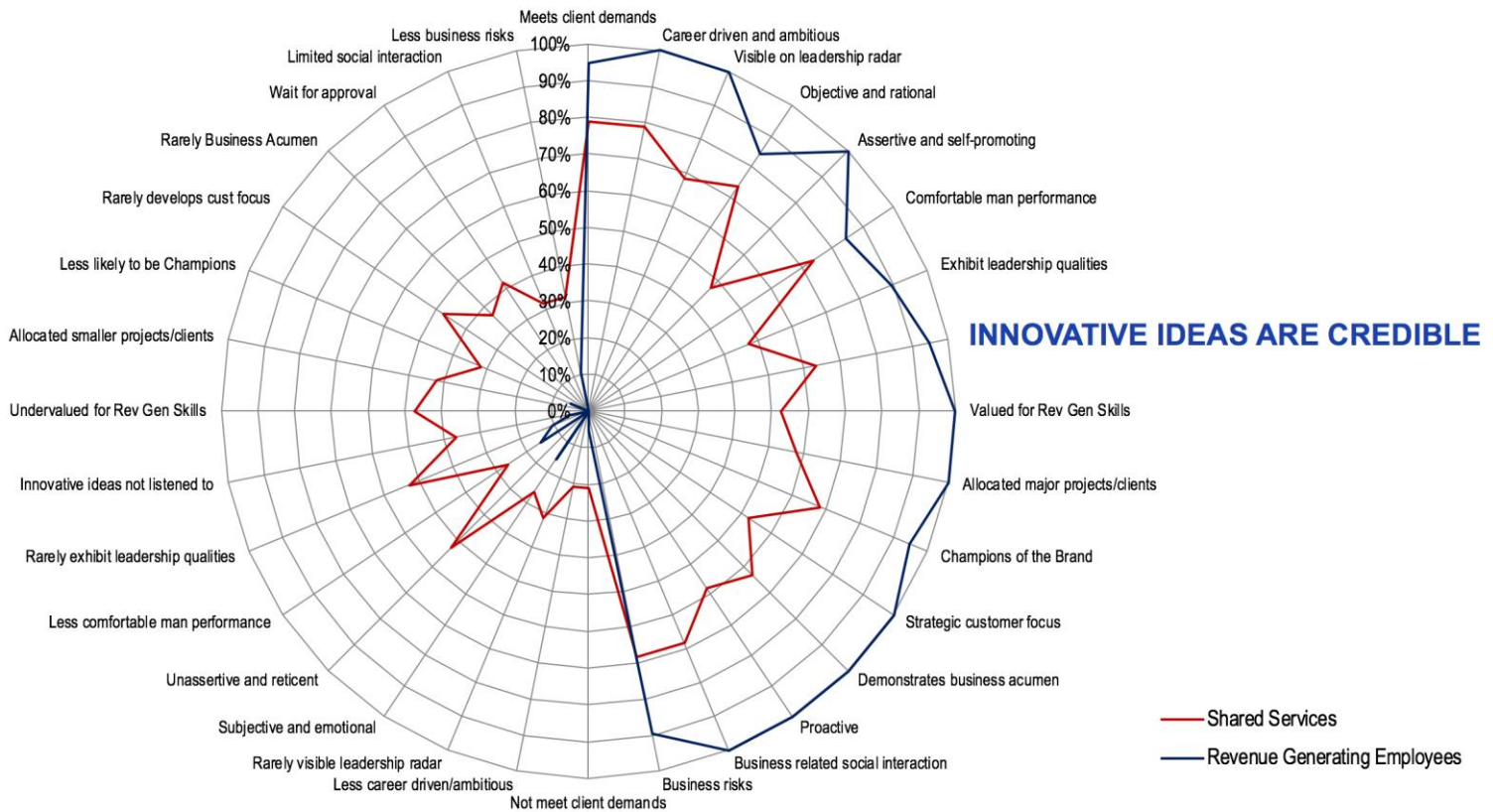


Cognizant Online Assessment

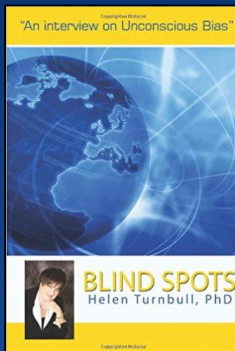
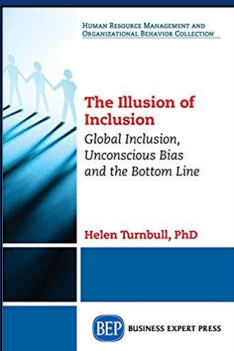
Enables leaders to more clearly see the impact of their individual and collective biases and blind spots.

* Client wins Catalyst 2012



This chart shows how 450 leaders clearly favor revenue-generating employees over support staff. To be inclusive, these leaders should work to close this gap.

The Cognizant Online Assessment was developed by Dr. Helen Turnbull. Dr. Turnbull's work has contributed to clients winning awards for improving gender acumen and creating more inclusive work environments. She is the creator of the *Cognizant Unconscious Bias Assessment Tool*, *The Gender Gap Assessment* and the *ISM Profile for Measuring Inclusion Skills Gaps*.



Dr. Turnbull is the author of *The Illusion of Inclusion: Inclusion, Unconscious Bias, and the Bottom Line* and *Blind Spots: An Interview on Unconscious Bias*.

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