

# The Development Equity Scan.

## Development Was Never for Everyone. That's the Problem.

A team-level tool for leaders ready to see where development is actually flowing — and where it isn't.

### DEVELOPMENT EQUITY SCAN

List your team members below. Check each box where development has actively occurred in the last 6 months. Patterns in the empty boxes are where to look first.

TEAM MEMBER / ROLE	Stretch Assign.	Sr. Visibility	Formal Dev.	Leader Coaching	Has Sponsor
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Name _____	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### WHAT EACH COLUMN MEANS

**Stretch Assign.** — Given a project beyond their current role in the last 6 months.

**Sr. Visibility** — Has presented to or been introduced to senior leadership.

**Formal Dev.** — Enrolled in or completed a formal learning program.

**Leader Coaching** — Has had a real development conversation with you — not just a check-in.

**Has Sponsor** — Someone in the organization is actively advocating for their advancement.

### WHAT TO DO WITH WHAT YOU FIND

#### Name who has all five boxes checked.

That person is your identified high-potential — whether you've said so or not. Ask whether that concentration is intentional or habitual.

#### Name who has none.

This is your starting point. Not as a remediation — as an investment. What is the single most accessible development door you could open for them this month?

#### Find the column with the most empty boxes.

That is your team's systemic gap — not an individual's. If nobody has a sponsor, that is a leadership design problem, not a people problem.

#### Have one development conversation you've been avoiding.

The most powerful development doesn't require a budget. It requires a leader who sits down, asks a real question, and listens to the answer.

#### Teach something in the flow of normal work.

This week, when you notice a learning moment, pause and share it. Embed the development in the day — don't wait for a program.

### WATCH FOR THESE PATTERNS

The same name appears in every checked column — development is concentrating.

The 'Has Sponsor' column is almost entirely empty — advocacy is not being distributed.

The 'Leader Coaching' column is empty — you may be managing, but not developing.

### REFLECTION PROMPTS

*Who on your team has not had the same development lift as your highest-visibility people?*

*What is one thing you could teach, model, or open a door for this week — in the flow of normal work?*

*Development that reaches everyone does not require ten times the budget. It requires a different architecture — one where the leader is the delivery mechanism.*