



Leadership Institute Impacts Participants' Values

Participants of the Leadership Institute, the National Leadership Consortium's flagship week-long intensive training program for established and emerging leaders in the disability field, often experience a shift in mindset about the rights and capabilities of people with disabilities after attending the training. To gauge this shift, we ask participants to rate what they thought before and after the Leadership Institute about values statements related to people with disabilities on a five-point scale from "Not Accurate At All" to "Completely Accurate." Specifically, statements on the survey include: 1) "Professionals should not make decisions for people with developmental disabilities unless absolutely necessary," 2) "People with developmental disabilities are happier when they live and work with others like them," 3) "Without some control and supervision, people with developmental disabilities could get in real trouble out in the community,"* 4) "The rights of people with developmental disabilities are more important than professional concerns about their problems," and 5) "People with developmental disabilities should usually be in group homes or other facilities where they can have the help and support of staff."*

*Questions 3 and 5 were reverse coded during analysis

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Questions? Comments? Contact Us!

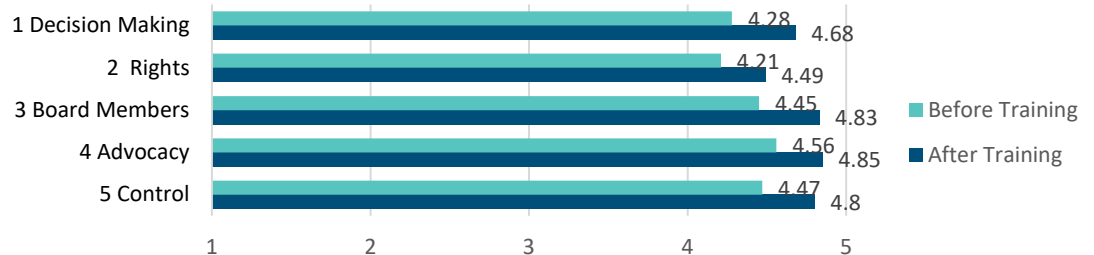
For additional information about the National Leadership Consortium's programs and research, visit www.natleadership.org.

To learn more about upcoming Leadership Institutes or workshops, email Nicole Jones at njones@natleadership.org

Contact Cory Gilden at cgilden@natleadership.org with questions related to our research.

Average Rating of Participant Values Before and After the Leadership Institute from Summer 2023 through Fall 2024

(n=166)



There were statistically significant differences between all before and after ratings. The largest growth between before and after training average scores was related to (1) the priority of people with disabilities in making decisions for themselves (an 8% increase), indicating that Leadership Institute participants expand their understanding of the rights, importance, and/or capability of people with disabilities to make their own decisions. The smallest difference was related to (2) people with disabilities being happier when they work and live with other people with disabilities, perhaps illustrating the result of people with disabilities not previously having more choices of who to spend their time with or resistance to changing to more inclusive models of service delivery.