LEADING THE WAY TO REAL INCLUSION:
A study on the perception of leaders with disabilities

Final Degree Project
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INDEX

1. Introduction
2. Methodology
3. Relevant Findings
4. Conclusion
INTRODUCTION

Discrimination in the Business Environment
INTRODUCTION

RQ1: How do people with disabilities lead other people?

RQ2: How do others perceive these potential leaders?
METHODOLOGY

TRIANGULATION OF DATA

INTERVIEWS

- Transcribed
- Thematic analysis

ONLINE SURVEY

- Collaboration with Artem Berman
- 102 respondents in English and Spanish
- 18 to 60+ years of age
- Analyzed with SPSS Statistics
RELEVANT FINDINGS

SKILLS AND VALUES OF AN IDEAL LEADER

1º Communication

2º Motivation

3º Problem Solving

4º Empathy

5º Passion

- Decision making
- Identify and manage talent
- Multicultural awareness
RELEVANT FINDINGS

PERCEPTION OF PEOPLE TOWARDS PEOPLE WITH DISABILITIES

- Equally competent and competitive
- Disability is not a factor to take into consideration
- No difficulty to be under the leadership/authority of a person with a disability
- No influence from the disability in decision making → Dependent on personality

PROBLEM OF SOCIAL DESIRABILITY BIAS (DeMaio, 1984)
RELEVANT FINDINGS

OBSTACLES AND BARRIERS

- PERCEPTION OF COST / HASSLE
- LACK OF SELF-ESTEEM / SELF-CONFIDENCE
- TO DISCLOSE OR NOT TO DISCLOSE?
- LACK OF GUIDANCE
- LACK OF DISCUSSION
CONCLUSION

RQ1: How do people with disabilities lead other people?

- Same skills and same values as non-disabled leader.
- It’s not about their disability but their personality.

RQ2: How do others perceive these potential leaders?

- Equals
- Disability is not a factor to take into consideration
- Depends on the disability
CONCLUSION

What can we do to address the current situation?
We all can lead the way to real inclusion by starting a conversation today.
Thank you for your attention!