

The Assessment Center

Management Style Instrumentation:

Often your ability to be successful is related to optimization of your own management style and that of others you lead or interact with. We use these instruments to help you and others maximize your strengths, control your excesses and understand your blind spots. The instruments we use most often include the LIFO method, Meyers-Briggs Type Indicator with facets, FIRO-B, Kolb Learning Styles and the three instruments of the Hogan Leadership Development Series:

The LIFO® Method

LIFO® training focuses on strengths -- on what's right about leaders, teams, and individuals. It begins by identifying each person's basic orientation to life and work. Based on this information, it offers powerful learning strategies for greater personal productivity, increased influence with key people, and more effective teamwork.

Meyers-Briggs

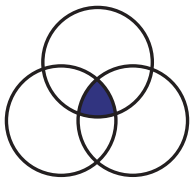
The most widely used personality inventory in the world, the MBTI® instrument provides an accurate picture of a person's personality type. The MBTI® Step II Interpretive Report - Form Q is a highly describes in detail the client's four-letter personality type. Next, his or her Step II facet results are displayed graphically. Personalized text explains the client's result on each of the 20 facets. Step II results are then applied to four important components of executive development:

- Communication,
- Change management,
- Decision making,
- Conflict management.

The report describes your client's style in these four areas and suggests ways of using that style more effectively.

FIRO-B™

A tool for improving organizational relationships and individual effectiveness, the FIRO-B™ instrument assesses your interpersonal needs and their impact in the workplace. Three needs are measured in two dimensions: "expressed" behavior (how much we initiate behavior) and "wanted" behavior (how much we prefer others to initiate behavior). The FIRO-B™ reports enable you to understand your interpersonal needs, manage behavior, and to find new solutions, thus increasing productivity through awareness of interpersonal dynamics.



The Assessment Center continued

Hogan Assessments

Hogan Personality Inventory (HPI)

This report provides insight in seven dimensions regarding how an individual approaches others and their job.

Managerial Development Report

The Managerial Development Report describes the implications of each HPI scale score in terms of managerial performance implications and provides tips for developing managerial performance; as such, it is very effective at informing selection decision making and facilitating on-boarding.

Hogan Development Survey (HDS)

This report provides a measure of characteristics that can inhibit job performance, particularly under stressful, ambiguous and high pressure situations. The concepts are the basis of the best selling book, *Why CEO's Fail*.