

360 Assessment Options

Skillscope® (Center for Creative Leadership)

- A 360-degree assessment that provides straightforward, practical feedback on job related skills necessary for effectiveness in a management role. It lets individuals know how they are perceived by their co-workers on critical skills.

EQ 360® (Emotional Quotient 360)

- An emotional intelligence assessment that allows leaders to receive feedback from a manager, peers, direct reports and other stakeholders.

Talent Sage 360 (used in RiceLeaders program & for individuals as requested)

- A participant-nominated leadership assessment that identifies strengths and weaknesses and used to inform growth/development.

Other Assessments for Use in Coaching & Development

Five Behaviors of a Cohesive Team™ (new option based off of Lencioni's Five Dysfunctions of a Team)

- An assessment-based development experience that helps individuals and teams reveal what it takes to build a truly cohesive and effective team. It also incorporates the DISC profile, so individuals understand their styles and how it impacts the team and workplace.

Keys® (KEYS to Creativity & Innovation; Center for Creative Leadership)

- A team and/or organizational assessment that measures the climate for creativity and innovation that exists in a work group, division or organization, as well as makes recommendations for improving the climate for creativity and innovation.

EQ-i 2.0® (Emotional Quotient Inventory)

- Measures an individual's emotional intelligence and an understanding of how one's results affect personal workplace performance and relationships.

MBTI®

- Provides a framework for understanding oneself and appreciating differences in others (individual & team assessments available)

FIRO® (Fundamental Interpersonal Relations Orientation™)

- Helps individuals understand their interpersonal needs and how those needs influence their communication style and behavior (assessments available: Leadership and there is a team component available)

TKI® (Thomas Kilman Conflict Mode Instrument)

- Helps individuals discover which of the 5 conflict-handling styles is their preferred "mode", as well learn the most appropriate use for each style

DISC®

- Everything DISC – helps individuals and teams understand the needs and styles of others, as well as their own, and the overall workplace maze of behavioral and communication styles.
- Everything DISC for Productive Conflict – explores the constructive and destructive behaviors associated with each DISC style and how to manage responses, communication, etc.

StrengthsFinder®

- Help individuals and teams discover what they naturally do best and how to develop their greatest talents.

There are additional EXERCISES and ASSESSMENTS specifically targeting Career Planning and Development.