

Assessments

Individual development through feedback, reflection, and action

ALL LEADERS HAVE SELF-AWARENESS. Great leaders make it a priority to seek feedback as a way to apply self-awareness to build credibility, trust, and strong relationships. The outcome is creating environments where high levels of engagement, satisfaction, and productivity are the norm.

Whether your organization needs a multi-rater feedback approach to identify strengths and opportunities for development, a self-assessment to consider readiness levels for leadership roles, or a team-based initiative to enhance creativity and innovation, Carlson Group offers several assessment approaches.

Multi-rater Assessment

As a certified provider of Center for Creative Leadership (CCL) Assessments, we offer proven research-based assessment tools. These provide a consistent reporting format, which helps your company create a common leadership language as well as a consistent feedback process.

- **Executive Dimensions**[®] assesses top-level leadership behaviors.
- **Benchmarks**[®] measures the skills learned through development that are critical for success and identifies possible career derailers.

Self-assessment

Carlson Group uses the BestWorkData[®] self-assessment tools to help organizations hire the right candidates, understand performance issues, resolve communication problems, and/or build and develop effective teams with a focus on cognitive abilities and personality traits. A portfolio of reports is available to meet your analysis and action-planning needs, including, but not limited to, the following:

- **Team Inventory** – Used to provide a team-focused view and comparison of individual behavior traits against specific jobs and/or settings. (Note: This report is also used for individual assessments.)
- **Teamwork Strengths** – A report that looks at individuals in terms of how they work in a team environment.
- **Industry/Function-Specific** – A text report on how the individual would behave in a specific industry or function (e.g., Financial, Sales).
- **Individual Strengths** – A chart of an individual's strengths as expressed in easily understood terms.
- **Manage Me** – A report explaining how to best manage an individual.
- **Working With Me** – A report that helps others understand more quickly how best to work with an individual.
- **Management Interview Questions** – A series of interview questions that allows the candidate to explain any extremes in their measured traits and how they may behave as a manager.
- **Training Coach** – A report to be used by a trainer who is responsible for initially training the individual.

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Team Assessment

This assessment tool incorporates our Fundamentals of Successful Teams model and helps your organization understand the current environment (e.g., strengths, problems/barriers, and opportunities). It then pinpoints priority areas to be addressed to get the team back on track. Specific areas of focus include:

- Goal Clarity
- Role Ambiguity
- Role Conflict
- Participation/Influence
- Commitment/Understanding
- Conflict Management
- Recognition/Involvement
- Support/Cohesiveness

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