Leadership Development Assessment and Development Tools Summary

ONLINE ASSESSMENT TOOL	DESCRIPTION	APPLICATIONS
Leadership Effectiveness Analysis™ (LEA)	Identifies leadership skills and behaviours from either a self or multi-rater perspective by measuring 22 behavioural leadership practices grouped under 6 core functions: **creating a vision, developing followers, implementing the vision, following through, achieving results and team playing**.	Leadership development Emotional Intelligence Raise self-awareness 360 Leadership feedback Coaching
EQ 360® and EQ-i ²·⁰®	Assesses Emotional Intelligence from either self or multi-rater perspective in these areas of social and emotional intelligence: **self-perception, self-expression, interpersonal ability, decision making and stress management.**	Emotional Intelligence Leadership development Raise self-awareness 360 leadership feedback Coaching
Everything DiSC 363® for Leaders	22+ page 360° profile helps leaders understand how others see them, using intuitive, easy-to-read visuals, rich cuts of data and feedback breakdowns, plus three personalised strategies for leadership effectiveness. Explores individual performance on the 8 leadership approaches and 24 leadership practices. Raters choose from highly-tested, behaviour-focused comments to give more richness, context, and depth to their feedback.	Leadership development Raise self-awareness 360 leadership feedback Coaching
Strengths Profile	Assesses 60 different strengths according to the three criteria of energy, performance, and use. Strengths are identified in 5 key areas: **Being**: our desire to make a difference in the world; **Communicating**: how we give and receive information; **Motivating**: what drives us to action; **Relating** to others; **Thinking**: what we pay attention to and how we approach situations.	Identify strengths Team development Coaching Appraisals and performance management Talent development Career planning and development Self-awareness

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CPI 260® (California Psychological Inventory)	Profiles an individual's working style and level of satisfaction as an Implementer, Supporter, Innovator or Visualiser as well as measuring their characteristics on twenty six scales organised in the following categories: **dealing with others, self-management, motivations and thinking styles.**	Leadership development Identify strengths, motivations and preferred working styles Self-awareness Coaching
CPI 260® Coaching Report for Leaders	Provides results on 18 characteristics with an overview of strengths and areas for development on the leadership characteristics categorised into 5 core performance areas: **self-management, organisational capabilities, teambuilding and teamwork, problem solving, sustaining the vision.**	Leadership development Identify strengths Coaching
Personal Directions Inventory™ (PDI)	Provides a deep, robust foundation for both career development and personal growth which fosters success at work and in life. It reveals • What individuals want from their worlds • Areas of life where individuals have chosen to invest their energy and resources • Unique insights into how individuals feel about the choices they have made • Actions to consider, based on what they now know about themselves, as they look toward the future	Career Development Employee motivation Talent development
Individual Directions Inventory™ (IDI)	Measures 17 key dimensions reflecting the depth of emotional satisfaction from work and life. Highlighting the connection between motivation and behaviour, the IDI offers a deeper understanding of what drives an individual.	Career Development Identify strengths Employee motivation

ONLINE ASSESSMENT TOOL	DESCRIPTION	APPLICATIONS
Everything DiSC® Management™ Profile	Helps managers better understand themselves, their employees and their manager/s. The profile focuses on 5 key areas: management style, directing and delegating, motivating and developing others, handling conflict and managing upwards.	Management development Managing up Delegation skills Motivating staff Self-awareness Communication skills
Everything DiSC® Workplace™ Profile	Can be used with any individual in an organisation, to gain insight into their preferred working style, understanding other styles, building more effective relationships, improving communication, and enhancing team performance. Four styles: dominance, influence, steadiness, conscientiousness	Management and leadership Self-awareness Communication skills Employee motivation Team Development
Everything DiSC® Group Culture Report	Can help determine your team's DiSC culture, explore its advantages and disadvantages, discuss it effect on team members and examine its influence on decision making and risk taking.	Management and Leadership Organisational culture Team Development
Myers Briggs Type Indicator (MBTI®)	A self-inventory test designed to identify a person's *personality type*, strengths and preferences. Applications for individuals and teams include self-awareness, communication skills, team development, and stress management.	Management and Leadership Communication Skills Self-awareness Team development
The Five Behaviors of a Cohesive Team™ Profile	The profile allows each team member to understand their own DiSC behavioural style, their team members' style/s and how their style contributes to the team's overall success. The assessment also assists teams to understand how, as a team, they score on the key components of **The Five Behaviors of a Cohesive Team™** Model: building trust, mastering conflict, achieving commitment, embracing accountability and achieving collective results.	Team development Management and Leadership Communication skills