# 360 Assessment Options

**Skillscope®** - Center for Creative Leadership | Facilitator Certification ($160.00 per assessment)

* 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 by MHS Assessments | Facilitator Certification ($250 per assessment)

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

**TalentSage 360** - RiceLeaders program & Individual Development Planning ($100 per assessment)

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

# Assessments for 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 each team member understands his/her style and how it impacts the team and workplace.

**What Motivates Me** – The Motivator Assessment by Culture Works | Facilitator Certification

* An assessment-based, 1-day workshop to help managers (1) understand their employees’ productivity & motivation drivers (2) connect work to the bigger vision/strategy (3) build team unity and (4) hold meaningful career development conversations to help employees build career paths.

**Keys®** - KEYS to Creativity & Innovation; Center for Creative Leadership | Facilitator Certification

* 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 by MHS Assessments | Facilitator Certification

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

# MBTI® - Myers-Briggs Type Indicator | Facilitator Certification

* Provides a framework for understanding oneself and appreciating differences in others (individual & team assessments available); Personal Impact Report currently used in LD Circle 2 Pilot.

**FIRO®** - Fundamental Interpersonal Relations Orientation™ | Facilitator Certification

* Helps individuals understand their interpersonal needs and how those needs influence their communication styles and behavior (leadership and team available).

**TKI®** - Thomas Kilmann Conflict Mode Instrument | Facilitator Certification

* 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® - Dominance Influence Steadiness Conscientiousness | Facilitator Certification

* Everything DiSC – helps individuals and teams understand the needs and styles of others and oneself, as well as the overall workplace maze of behavioral and communication styles.
* DiSC Work of Leaders – provides a simple, compelling process (Vision, Alignment & Execution) that helps improve self-awareness and helps leaders get real results.
* 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, groups and teams discover what they naturally do best and how to develop and leverage their greatest talents.

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