

Voy Strategies

Assessment Descriptions

One of the most valuable methods to enhance organizational and individual performance optimization, and are often considered for any business development, leadership and sales placement, is the use of assessments. Individual assessment tools elicit an understanding of the dynamics of leadership and its impact on individual approaches and preferences in leading others and developing high performing teams. Many of these assessments are available on-line with easy-to-follow instructions, or can be conducted in-person. Our team has been providing individual professional development assessments for over 20 years. Our experienced and qualified staff is already certified in such instruments such as 360 degree assessments, MBTI®, Fundamental Interpersonal Relations Orientation – Behavior (FIRO-B®), Dealing With Conflict Instrument®, Insight Inventory®, to name a few. Below please find a brief description of some of the most popular assessments we offer:

360-DEGREE ASSESSMENTS

These comprehensive feedback assessments are an economical way to measure not only how a job is done but performance outcomes. This flexible tool can provide feedback on individual leader development, skill development, team development, needs assessment, competency development, and performance management.

CAMPBESS LEADERSHIP DESCRIPTOR®. This instrument is designed specifically for use in situations where a comprehensive analysis of leadership characteristics is useful. It helps individuals identify their strengths and weaknesses in nine major leadership attributes including vision, diplomacy, personal style, management, feedback, personal energy, empowerment, entrepreneurialism, and multicultural awareness.

DEALING WITH CONFLICT INSTRUMENT

This is a valuable instrument that assesses how an individual approaches conflict, outlining five different conflict-handling styles. The results of the assessment allow a person to gain insight into how to choose the most effective conflict resolution style on any given issue.

The most important learning to come from this tool is the notion that while there may be a dominant style of handling conflict for the individual, there are situations where other styles may be more effective. The ability to assess a particular conflict situation and recognize which is the most appropriate style that would effectively address the situation is a skill that effective leaders must develop. This Dealing with Conflict Instrument helps the individual see which style is most dominant, which styles may need to be developed more, and which styles best address certain situations.

DiSC®

With over 30 years of proven reliability, DiSC® is used in training and coaching scenarios as well as organizational development and performance management. DiSC®, by helping a participant to understand their natural behavioral tendencies and the source of the behavioral tendencies of others can help improve communication, ease frustration and conflict, develop effective managers and teams.

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FUNDAMENTAL INTERPERSONAL RELATIONS ORIENTATION-BEHAVIOR (FIRO-B)

The FIRO-B® assessment is a widely used instrument that supports the cultivation of highly effective teams by helping team members discover how their needs for participation, influence, and closeness form their team's success. In use for over 40 years, this assessment taps into key competencies such as problem solving, decision making, and interpersonal relations. Used in conjunction with the MBTI®, powerful reports can be generated to help participants explore and expand their understanding of the leadership style they use in organizations and how others might perceive and react to it. Both instruments are complimentary and tap into key aspects of personality behavior, and provide rich information for use in a personal ongoing leadership development program.

GROUP DEVELOPMENT ASSESSMENT®

The Group Development Assessment® gives groups the opportunity to evaluate how they are currently functioning in two major dimensions of behavior – task and process. By combining each member's inventory scores into a group profile, members get a clear, comprehensive picture of their development.

GROUP THINK INDICATOR®

The term "groupthink" has become a standard way of describing a special phenomenon that can and does occur in groups. If a group experiences groupthink, it has developed a set of shared perspectives that may be unrealistic but are strongly supported by the members of the group. This instrument was created to help both traditional and self-managing teams recognize their tendency toward groupthink in decision making, and to develop critical thinking skills that might help them eliminate these symptoms.

HARRISON ASSESSMENTS

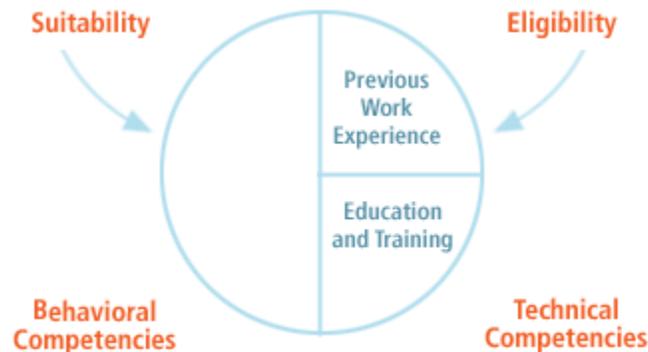
The Harrison Assessments (HA), developed by Dr. Dan Harrison, is a state-of-the-art tool that integrates six key behavioral assessments into one comprehensive assessment. Thus, it achieves a much greater ability to accurately predict behavior and job success. The HA includes each of the following:

- Values Inventory
- Interest Inventory
- Task Preferences Inventory
- Personal Honesty Assessment
- Work Environment Preferences
- Personality/Motivation Assessment

The HA is designed to evaluate an individual's *eligibility* and *suitability* to do a job. *Eligibility* refers to an individual's education, knowledge, skills, and experience – abilities that are typically listed on a resume (see diagram below).

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The HA measures an individual's *suitability*, meaning their attitudes, motivations, interpersonal and decision-making skills, task and work environment preferences, as well as personality balance. Eligibility normally indicates if a candidate *can* do a job, while suitability is a measure of how likely it is that they *will* do the job

HA can be customized to an organization's values and position descriptions. It generates easy to understand graphical and narrative reports based upon your specific requirements and the results of the behavioral assessment, interview, and eligibility evaluation. Using the HA almost guarantees that your organization will:

- Reduce its recruitment costs
- Increase employee retention
- Increase performance levels for new and existing employees
- Improve effectiveness of promotion and internal restructuring
- Reduce costs and/or improve effectiveness of training
- Be more effective at outplacement and career guidance

Business Applications

The Harrison Assessments can be used for the following business applications.

- Screening and Employee Selection
- Employee Retention
- Employee Development
- Culture Change
- Performance Improvement
- Teambuilding
- Executive Coaching
- Changes in Leadership or Management
- Conflict Resolution
- Succession Management
- Outplacement and Career Guidance
- Organizational Transformation

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INSIGHT INVENTORY

The Insight Inventory® is a self-administered tool that provides insight into an individual's personality style strength, strategies for communicating better with others, and how to "flex your style" to reduce tension in a work or personal relationship. The ability to flex one's style speaks not only to problem solving adequacy, good decision making skills and appropriate conflict resolution; it also speaks to concepts approached earlier in the course such as power and influence.

This self-administered inventory helps explain why problem solving at times does not seem effective. It can be an issue related to interacting with someone whose style is incompatible with yours and a simple adjustment in approach could mean the difference between a positive or negative interaction or outcome. By identifying the favored style of the participant, it allows for adjustments that can ward off any unnecessary conflict with others whose style might be very different.

MYERS-BRIGGS TYPE INDICATOR (MBTI)

The MBTI® is a personality inventory that is a useful tool in helping individuals better understand themselves and their behaviors. This understanding not only allows for individual personal development, but assists in adapting to differences in leadership and management styles. The MBTI® is considered the "Gold Standard" personality inventory instrument by many organizations worldwide. We currently have 14 facilitator/coaches who are certified to interpret MBTI® results coaches (and another four in the process of becoming certified), as well as active licensing to administer online instruments.

PERSONAL STRENGTH ASSESSMENT

This self-scoring instrument is designed to identify an individual's personality strengths for an initial discussion into the role of how personal characteristics play an important role in the development of strong leaders.

As this Inventory is a strength based tool, all participants have an opportunity to receive feedback and gain a cursory understanding as to the role personality plays in the work setting using fairly easy to understand concepts. This tool is perfect for those individuals who have either limited or no exposure to personality inventories, as it delivers the material in a non-threatening, non-overwhelming manner. As this assessment comes very early in the program, it helps participants get acclimated to self-assessment and sets the norm for nonjudgmental tasks and assessments.

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PROBLEM SOLVING INVENTORY

This inventory is designed to uncover how individuals react to problems and events that occur in their daily life. The level of impulsivity, decision making effectiveness, and the role of stress are all indicators that may surface and impact their leadership abilities.

In completing and processing the Inventory in class, participants are given an excellent opportunity to examine how decision making and problem solving adequacy can have a huge impact on Leadership development. Responses that indicate high impulsivity with a lack of forethought or planning are discussed in general terms so as not to embarrass participants, but also allowing for learning and a paradigm shift change to occur.

TEAM EFFECTIVENESS INVENTORY®

This instrument helps teams groups improve their output and work satisfaction. The Team Effectiveness Profile® eliminates or reduces blockages in five vital areas of team activity: mission, vision and goals; team roles; operating processes; interpersonal relationships; and inter-team relationships. Learning outcomes from the use of this profile include identification of issues that block effectiveness; classification of issues under problem headings; reducing or eliminating problems that drain group energy; and maximizing the group's productive efforts.

WORK PERFORMANCE EFFECTIVENESS ASSESSMENT

This is a self-scored assessment that examines the kinds of behaviors that helps many individuals work more efficiently through more effective time management. The assessment assists individual's judge how efficiently they perform their work tasks, as well as the role of time management and prioritizing in the workplace. These skills are paramount in a leadership role and by re-introducing concepts learned earlier in the class such as the circle of influence; participants are able to make a stronger connection to the material.