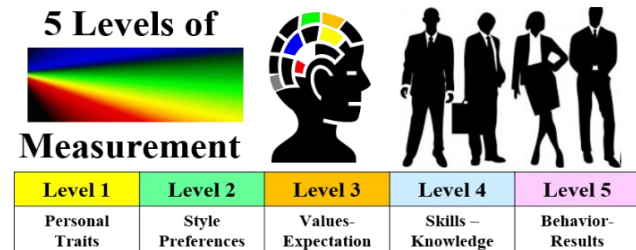


Participant:	Pat Collins	Organization	ABC Corp	Administrator	TJ Winston	Date	7/15/2017	
Relevant Assessment Instruments		Description and Purpose of Each Instrument		Measurement Level (5 Progressive Indicators of Talent)				
Log (Progress Report) LEAD-360 Leader Behaviors WLSI (Work-Life Success Index)		> Status of development plans and change interventions > 21 Leadership competencies and 105 related behaviors > Self rated measure of Success you achieved and conditions		Level 5: Behaviors Results		Behaviors are actions people take to get results. High performers are 'Models of Success' for anyone who applies their high but achievable behavior standards.	D I R E C T	
GENIUS (Domains of Genius Exercise) MSI (Management Skills Inventory) Talking-Listening (Communications)		> Strengths, Hyper-competencies and Domains of Genius > Assesses 234 managerial skills in 27 categories > Talking and listening habits-practices-behaviors		Level 4: Skills Knowledge		Skills include job-related competencies, know-how/experiences that determine what work we can do well. Measures at this level are highly volatile-changeable		
Success Goals Success Priorities Values Survey		> 4-Factor definition of what success looks like to you > Priorities for development and use of strengths > Your important work-life values and level of achievement		Level 3: Expectations Values-Beliefs		Expectations/Values include measures of perspectives-beliefs about the world and how we fit into it. These factors can be gradually shaped via self-awareness		I N D I R E C T
MBTI-II (Personality Type Indicator) FIRO-B (Social Styles) Interpersonal Conflict		> Identifies your Personality Type > Identifies your social interaction style-preferences > Reports interpersonal conflicts risks		Level 2: Preferences Styles		Preference measures report on 'default' patterns of thinking that often influence attitudes and choices. Strong preferences are visible and stable over time.		
NEO -PI Trait Inventory ASSESS (Work-Related Personality) Motives Survey		> Assessment of the 'Big Five' personality traits > Measures work-related Personality-Traits on 26 scales > Achievement, Affiliation and Power motives		Level 1: Traits-Motives Personality		Trait measures include aptitude, motives, or qualities that shape behavior without conscious awareness. Traits rarely change		
PFR (Performance Factors Report) Performance Pyramid Balance (Work-Life Balance Survey)		> Summary report of strengths and development needs > Problem solving diagnostic tool > Assesses where you invest your attention-time-energy		WORK and ENVIRONMENTAL conditions likely to affect how PEOPLE behave-think-perform-interact				

Interpretation Guide: Talent Inventory provides a central 'information warehouse' to store assessment data on an individual employee's talent. The inventory may include up to 5 Levels of Measurement with the number and type of measures being determined by 3 factors:

- 1) Job Accountability of the participant (generally, more assessments are warranted for higher jobs),
- 2) Occupational- Functional duties (roles/functions with high impact on the organization warrant more measures)
- 3) Financial cost Vs Operational Impact of having talent data (how must value can be gained for the cost).

More assessments typically provides more accurate and useful indicators of performance causes and potential; however, time and cost of completing, interpreting, and acting on additional assessments must weigh into the decision about how many measure are warranted for the expected Value to be gained.



Confidentiality Guide: a person's assessment data id to be treated as "Totally Confidential", meaning only the authorized administrator has access to this file and that includes the participant. Parceled sharing of this information is a judgment call based on "Need to Know". At no time is it permissible to reproduce the file electronically or distribute paper copies to others - independent of rank-position or organization authority. The reasons is our legal obligation to safeguard employee privacy rights.



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