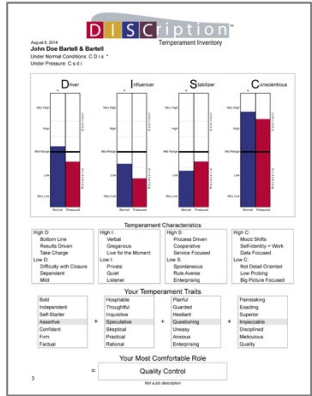
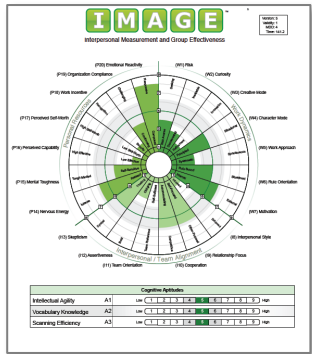


## Assessment Instruments

Our approach to development of managers, leaders, and supervisors begins with individual assessment instruments to help us identify a leader's strengths and weaknesses in an objective way. Assessments accelerate a leader's development by increasing their self-awareness and fast-tracking the prioritization of their key development areas. Assessments are also used to align and develop high-functioning teams and for supporting an organization's talent management strategies, especially in the areas of selection, on-boarding, and retention.

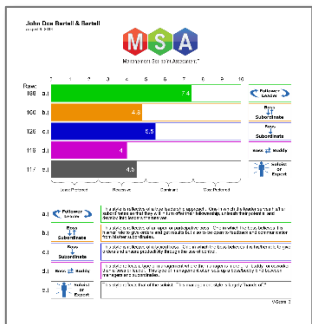
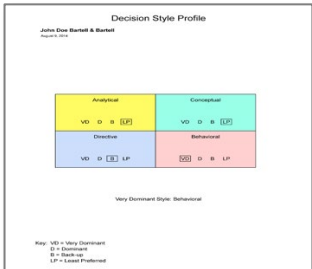
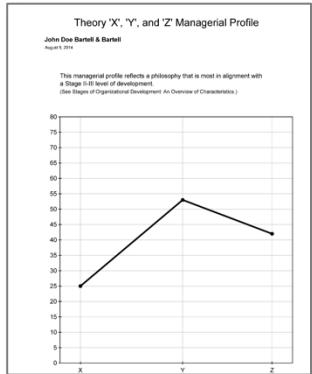
The comparison table below summarizes the key differences and measurement areas of each assessment instrument. Despite the distinct features for each assessment, all instruments remain consistent in the following key areas:

- Each assessment is backed by over 40 years of research & development by our strategic partners at Bartell & Bartell, Ltd.
- Assessments are completed online using secure cloud-based server technology.
- Results of each assessment are the confidential property of the individual completing the assessment for their organization.
- People and organizations are complex; assessment instruments inform much - but not everything - about an individual.
- Assessments must be interpreted during a debrief of results by a trained, qualified, and certified consultant or coach.

Assessment	Snapshot	What's Measured by the Assessment
<b>Bartell DISCRIPTION Temperament Inventory</b>		<b>DISC – Temperament.</b> The DISC measures temperament, the foundation on which personality forms. This is perhaps the most important element of who you are, because it is thought to be inborn. It's how a person is "hard wired." The DISC measures dominant and recessive temperaments including: Driving, Influencing, Stabilizing, and Conscientious. DISC provides insights into a leader's style and preferences in important areas like communication, problem-solving, and task approach.
<b>The IMAGE</b>		<b>The IMAGE – Personality, Interpersonal and Group Effectiveness.</b> The IMAGE measures core personality traits including intellectual agility, risk-seeking, curiosity, creativity, character mode, work approach, rule orientation, motivation, interpersonal style, relationship focus, cooperation, team orientation, assertiveness, skepticism, nervous energy, mental toughness, perceived capability, self-worth, work incentive, compliance, and emotional reactivity. A leader's personality is formed on the foundation of their temperament (see directly above).



Assessment	Snapshot	What's Measured by the Assessment
PVA		<p><b>PVA – Personality Vector Analysis (a snapshot of a person's personality influence and current development).</b> The PVA is a very dynamic measurement of personality. It takes a snapshot of personality and current growth/development, as well as vector/valence, a quantitative measurement of a person's natural influence, through a task/output approach or a people/process orientation. This number is very useful in building synergistic teams and helping leaders sharpen their “aura” in terms of how work associates perceive them.</p>
SSP (AMP®)		<p><b>SSP – Stress Source Profile (response to 10 organizational stressors).</b> The SSP measures a person's response to 10 different organizationally induced stressors: Work-life balance, role potential, alignment of expectations, role shift, workload level, team support, competence perception, culture alignment, role clarity, and resource availability. The patterns in the stress scores reveal precisely where to intervene to focus healthy stress for positive results. Research is clear that excessive organizational stress leads to lower performance.</p>
LAI (Leadership Alignment Index)		<p><b>Leadership Alignment Index – Leadership Style and Situational Effectiveness.</b> The LAI instrument is used to measure dominant leadership styles and effectiveness. Simply stated, it measures what tools a leader has in their leadership "toolbox" and then takes a look at whether the leader uses the appropriate approach for a given situation. LAI helps leaders calibrate what developmental approach to offer their direct reports across a variety of tasks where follower confidence and competence are expected to vary.</p>
Conflict Management		<p><b>Conflict Management – Approach to Conflict.</b> The Conflict Management Style Profile measures a person's preferred approach to dealing with conflict and their tendency towards other alternatives when their dominant style(s) don't get the results they desire. The assessment measures preference towards being Aggressive (Confrontive), Assertive (Persuasive), Observant (Introspective), and Avoidant (Reactive). A single “Style Strength” score indicates whether an individual is likely to exercise conflict management toward productive ends.</p>

Assessment	Snapshot	What's Measured by the Assessment
<b>Management Set-Point Assessment</b>		<b>MSA – Management Set-Point Assessment.</b> The MSA measures where a person falls on a spectrum from victim (external locus of control) all the way through Servant Leadership (internal locus of control), identifying their preferred and recessive mode or styles of exerting leadership influence and how mature they are in these approaches. MSA also measures the various “traps” leaders can fall into when advancing from individual contributor roles to management for the first time.
<b>Decision Style</b>		<b>Decision Style Profile</b> – The Decision Style Profile measures a person's decision making approach and identifies most dominant, dominant, back-up, and least preferred modes of reaching decisions through Analytical, Conceptual, Directive, and Behavioral styles. Reports highlight the pluses (strengths) and minuses (limitations) of each style.
<b>Theory X,Y, Z</b>		<b>X,Y, Z Managerial Profile</b> – The Theory X, Y, Z instrument measures management style philosophy and how a person's view on human nature affects how they lead in alignment with theories "X", "Y", and "Z" and in what organizational stage of development they will be most comfortable managing/leading. This assessment is ideal for gauging the types of departmental and organizational settings leaders can be effective in when seeking to drive change.

The **Standard Assessment Portfolio** consists of the following 7 assessments: DISCRIPTION Temperament Inventory, The IMAGE, PVA, SSP (AMP®), LAI (Leadership Alignment Index), and Conflict Management.

The **Enhanced Assessment Portfolio** includes all assessments from the Standard Portfolio plus the following 3 assessments: Management Set-Point Assessment, Decision Style, and Theory X,Y, Z.

Many clients start with the foundational standard set of assessments. These 7 instruments provide a very comprehensive “view” of the individual taking them or being assessed. In some instances, additional information is important and needed - for example, with a high profile hiring or development decision. Additional assessments from the **Enhanced Portfolio** can prove of great value.

If you have any questions about the assessment instruments and the recommended outcomes-based best-practices for their application, please contact us directly via phone (269) 353-1898 or email: [info@anselmgroup.com](mailto:info@anselmgroup.com).