

Diagnostic tools we offer

Diagnostics are carried out through a range of validated and respected profiling tools. We are able to assess personality, behaviours, occupational competence, leadership style, motivation and job performance. These tools can be used as part of a coaching process (one-to-one or team) or as part of a short course or programme.

The LiFE development suite

The LiFE (Leadership in Flexible Environments) suite of diagnostic tools, supported by bespoke development interventions for each tool, enables people to become more effective in leading others when delivering boundary-crossing goals, projects, initiatives, processes or support services in dynamic operating structures.

It does this initially by:

- Diagnosing self-reported beliefs, behaviours, knowledge and skill gaps against seven capability areas that are critical for effective leadership within a flexible structure/environment
- Offering follow-up diagnostics that explore each of the seven capability areas in greater depth
- Facilitating growth and improvement against each capability area through a mixture of development interventions delivered through a blended learning approach and including the use of web-based learning technologies

The diagnostic tools are:

- The LiFE PDR™
- The LEAD Influencer Conflict handling instrument (Chi)™
- The LEAD Influencer Ambiguity Management Instrument (AMI)™
- The Political Intelligence Profile (PIP)™
- The Executive political intelligence Coaching (EpiC) profile™

- The LEAD Influencer Stakeholder influencing instrument (Sii)™
- The LEAD Influencer Matrix Leadership Instrument (MLI)™

DiSC

Each of us has distinctive characteristics and qualities, which combine to influence our thinking, preferences and behaviour. Research developed by William M Marston showed that these behavioural characteristics could be grouped into four categories called behavioural styles. These impact on how we think, act, feel and communicate – and on how successfully (or otherwise) we can interact with others.

The DiSC profiling tool was developed as a simple way of determining our preferred behavioural styles to give us greater self-awareness and from there a better understanding of the behavioural styles and preferences of the people around us so that we can build more productive relationships and communicate more effectively with them.

DiSC is a powerful tool to use in a number of areas such as coaching, human resource management, professional consulting, leadership and management interactions, team work and mediation. Using a 24 question profile system, it takes around 7 minutes to complete.

The profiling tool provides an accurate and neutral means of measuring the four factors from which DiSC derives its name:

- D (Dominance) - direct, decisive, problem solver, risk taker, self starter
- i (Influence) - enthusiastic, optimistic, persuasive, talkative, impulsive
- S (Steadiness) - empathetic, team player, steady, predictable
- C (Compliance) - analytical, conscientious, careful, precise, systematic

DiSC is a positive tool, aiming to help us increase in effectiveness as we identify and capitalise on the working and communication strengths enjoyed by each of the four styles, whilst recognising potential weaknesses and blind spots.

What's My Leadership Style?

Based on the work by William M Marston and Carl Jung, What's My Leadership Style? helps a manager or leader to discover their preferred leadership style out of the four types: Direct, Spirited, Considerate and Systematic.

Once they understand their preferred style, they are able to understand the impact (positive and negative) that this can have on the people around them in the different situations they encounter. This greater self-awareness enables them to make the most of their strengths and to minimise their weaknesses, for the benefit of the team and the organisation.

What's My Leadership Style? is based on a 10 minute self-assessment.

What's My Communication Style?

Based on the work by William M Marston and Carl Jung, What's My Communication Style? is a fast and easy self-assessment to help you discover your preferred communication style: Direct, Spirited, Considerate, or Systematic.

Once they understand their preferred style, they are able to understand the impact (positive and negative) that this can have on the people around them in the different situations they encounter. This greater self-awareness enables them to make the most of their strengths and to minimise their weaknesses, for the benefit of the team and the organisation.

What's My Communication Style? is based on a 10 minute self-assessment.

What's My Coaching Style?

Based on work by William M Marston, What's My Coaching Style? helps a coach or aspiring coach to recognise and explore their preferred personal coaching style: Direct, Spirited, Considerate and Systematic. This helps them to understand what drives them as a coach, the way they will prefer to interact and communicate with coachees, their strengths and weaknesses as a coach and how to manage these. They will also recognise how their coachees may perceive them.

What's My Coaching Style? is based on a 10 minute self-assessment questionnaire.

Jung Type Indicator (JTI)

Based on the work of Carl Jung, and an accessible alternative to the well-known MBTI tool (Myers-Briggs Type Indicator ®), the JTI assesses personality preferences using scaled approaches to each dimension measured: Extraversion vs. Introversion, Thinking vs. Feeling, Sensing vs. Intuiting, and Judging vs. Perceiving.

Our personality preferences impact on how we think, behave, relate to others and communicate as well as on our strengths and weaknesses in our work roles.

The JTI is a self-assessment and takes around 10 minutes.

Occupational Personality Profile (OPP)

Based on research with major UK organisations, and focusing on nine personality traits relevant to customer-facing roles, the OPP questionnaire assesses interpersonal style, thinking style and stress coping patterns. These are all factors that drive or hinder productive organisational behaviour, making the tool useful for selection purposes as well as assessment for promotion, career development and training.

Conflict Strategies Inventory

Based on the five conflict styles identified by Mouton and Blake, the Conflict Strategies Inventory (CSI) helps managers, leaders and employees to identify their own preference for how to manage conflict, the strengths and drawbacks of this style and how to select and confidently work with the other styles as appropriate in future.

The questionnaire involves working through 10 hypothetical workplace scenarios in which respondents select their most likely, second most likely and least likely approach out of the five identified styles:

- Avoiding: Staying away from or withdrawing from a conflict.
- Smoothing: Giving in to the other party and ignoring one's own goals.
- Competing: Forcing an issue to one's own way.
- Compromising: Giving in on one need in order to get another satisfied.

- Integrating: Focusing on one mutually satisfying outcome.

The case studies presented are designed to address the different types of conflicts that individuals typically encounter in the workplace.

360° feedback

360° feedback involves an individual self-assessing their performance against a set of behavioural competencies, and also being assessed by line management, their peers and their direct reports. Feedback can also be sought from clients, suppliers, customers and other stakeholders.

The idea is to get a complete, rounded picture of the employee's strengths and weaknesses to determine any development needs and to ultimately improve business performance through improved individual contribution.

It is a valuable opportunity to understand how others perceive you, your strengths and development areas and to continue your personal development planning and career progression. It is a very powerful management tool and can have a positive impact on business performance.

Managing by Motivation

Believe it or not, your employees are already motivated people – but you might need to find out what it is that motivates them and how you can make the most of that as a manager or leader.

A self-assessment questionnaire taking just 10 minutes to complete, you will learn what motivates you and why, the factors that motivate others and why, and two simple models of motivation for you to use as a motivational tool back at work.

SHL

We are an accredited partner of SHL, one of the world's largest assessment tool providers. Through this, we have access to more than 1000 assessment tools to support our clients in every conceivable area from recruitment to culture work, assessment centres to personality questionnaires and ability tests.

Based on the SHL Universal Competency Framework we are able to offer:

- Extensive range of ability tests including 'Verify'
- The OPQ family of personality questionnaires
- Situational Judgement tests (Scenarios)
- Talent Simulation exercises
- 360 competency assessment
- A wide range of skills tests and job specific solutions
- Motivation questionnaires
- Dependability & Safety Instrument & Workplace Safety Solution