

Assessment	Description	Benefit
TTI: Behaviors (DISC)	Assesses individual behaviors based on how they are wired to deal with challenges, their approach to influencing others, how they respond to the pace of the environment and tendencies around rules and procedures.	<p>Increases self-awareness and understanding of behavior styles of self/others for more effective communication and collaboration. Identifies whether the person is adapting to their environment or able to tap into their natural style.</p> <p>Provides insight to managers on individual's value to the org, tips for communicating with them, and potential areas for improvement, along with distribution across the team to best leverage those behaviors when needed most.</p>
TTI: Motivators (Driving Forces)	Assesses the motivators behind an individual's actions, revealing insight into why they do what they do, what drives them or what they would prefer to avoid. Identifies potential energizers and stressors.	<p>Increases self-awareness and understanding of values and how they motivate, drive action, and can lead to greater achievement and personal satisfaction.</p> <p>Provides insights to managers on how to motivate, create an environment they can be successful in and tips for managing the individual.</p>
TTI: Task Quotient (TQ)	Assesses the ideal, actual and optimal work environment based on an individual's preferred mix of the three task types: Routine, Troubleshooting and Project.	<p>Increases self-awareness of preferences for the type of work, which can help individuals identify sources of frustration or stress so they make changes that allow them to perform better.</p> <p>Provides managers with data to determine if the type of work assigned to team members is congruent with how they are wired and/or if changes would improve job satisfaction and/or performance.</p>

Assessment	Description	Benefit
TTI: Emotional Quotient (EQ)	Assesses ability to sense, understand and effectively apply the power and acumen of emotions by looking at two areas: Intrapersonal (self-awareness, self-regulation, motivation) and Interpersonal (empathy, social skills) emotional intelligence.	<p>Increases self-awareness and provides tips and actions to strengthen areas which could improve communication and effectiveness in the workplace</p> <p>Provides insights to managers on individual interpersonal and intrapersonal strengths and opportunities for coaching and personal development.</p>
MHS: Emotional Intelligence (EQi-2.0)	Assesses five facets of emotional intelligence: Self-perception (self-regard, self-actualization, self-awareness), Self-expression (emotional expression, assertiveness, independence), Interpersonal (relationships, empathy, social responsibility), Decision making (problem solving, Reality testing, impulse control) and Stress Management (flexibility, stress tolerance, optimism). It also includes a Well-being indicator, which is a combination of multiple factors.	<p>Increases self-awareness of the set of emotional and social skills that influence the way we perceive and express ourselves, develop and maintain social relationships, cope with challenges and use emotional information.</p> <p>Provides managers with insights where they can coach individuals on dealing with conflict, creating a sense of connection with their team, enhancing communication skills, and/or building resiliency.</p>
MHS: Emotional Intelligence 360 (EQ360)	The same EQi-2.0 assessment expanded to also solicit input from colleagues to provide a 360 ^o perspective to enhance the learning.	<p>Identifies blind-spots and validates areas where individual is self-aware.</p> <p>Provides managers a broader perspective with additional insight to help coach and develop individuals.</p>
Gallup: Clifton Strengths (Strengthsfinder)	Assesses the unique strengths an individual brings to the table within four areas: Strategic Thinking, Executing, Influencing, Relationship Building. Provides insight into how individuals absorb and analyze information and situations, how they make things happen, how they influence others and how they build and nurture relationships.	<p>Increases self-awareness around the unique strengths an individual brings to the table, so they can tap into and capitalize on them.</p> <p>Provides managers with insight into the potential value the individual brings to the team and the distribution across the team to best leverage those strengths.</p>

Assessment options include:

- All assessments include individual reports, options include:
 - Individual debriefs (1-2 hours per person, depending on assessment choice)
 - Group report and debriefing, combining the results to look at the distribution of team scores
 - Both Individual and group debriefings
 - Individualized coaching for personal development
- Assessments can be combined for deeper learning:
 - Talent Insights (DISC + Driving Forces)
 - TriMetrix (DISC + Driving Forces + EQ)
 - Create your own combination

Potential application of assessments:

- Individual self-awareness and personal development
- Organizational effectiveness and team building
- Developing a talent profile for the selection and retention of key talent naturally wired for their role