

City of Madison

Women's Leadership Series

DAY 5: June 28, 2016

LEADERSHIP ASSESSMENTS

Presented by: Krista R. Morrissey
CHOICES Coaching & Consulting



ASSESSMENTS AS A TOOL

Assessments are a tool to highlight areas of strength and growth opportunities for individuals and teams.

- ❖ Assessments alone, bring a small amount of value.
- ❖ Assessments with education and a link to growth / career management bring a medium amount of value.
- ❖ Assessments with coaching pack a punch.

ASSESSMENTS AS A TOOL

Share with the leader:

what assessment be will taken.	(name)
why the assessment will be taken.	(goal / objective)
how the assessment will be taken.	(online, hard copy)
when the assessment will be taken.	(during work, after hours, paid, unpaid)
who will see the assessment results.	(data analytics)
who will facilitate the assessment debrief.	(sharing)
who will coach the individual in growth.	(coaching & length of time)

COMMUNICATION SKILLS INVENTORY (CSI)

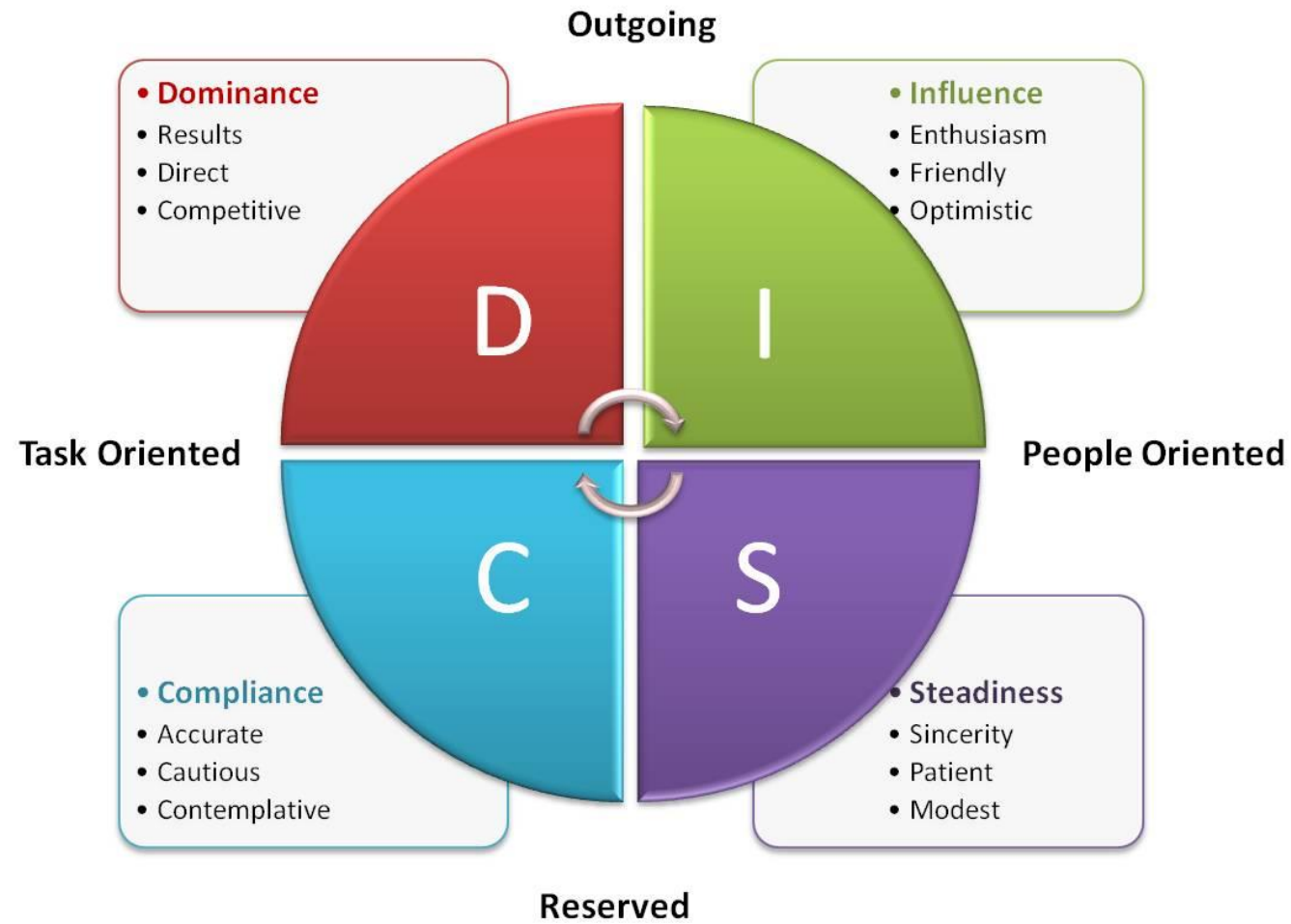
- 1) Active Listening
- 2) Optimistic
- 3) Identifying Problems
- 4) Judgment
- 5) Encouraging
- 6) Achievement
- 7) Understanding
- 8) Inspiring Others
- 9) Say / Do Ratio
- 10) Conflict
- 11) Team Edification
- 12) Ownership
- 13) Empowering Others

Advanced Beginner

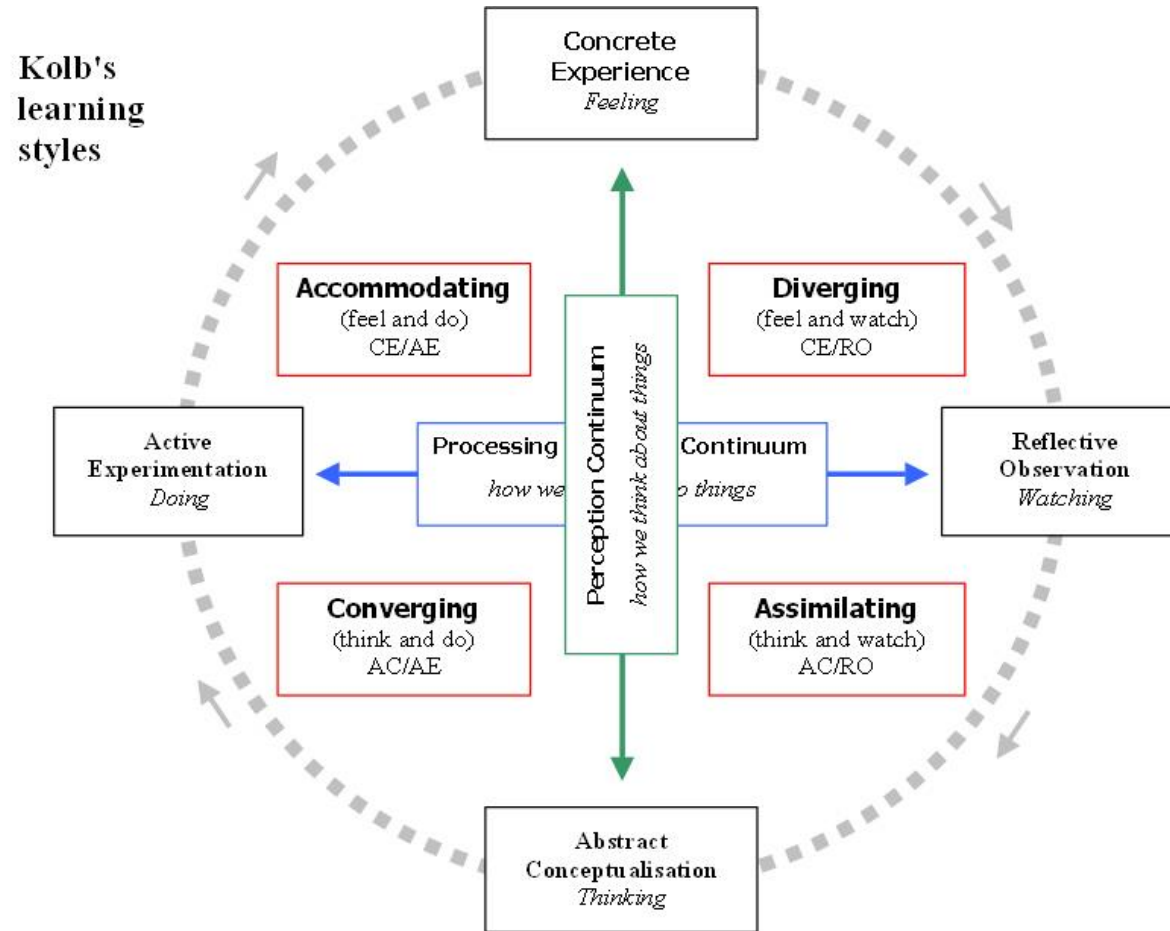
Competent

Proficient

DISC PROFILE



DAVID KOLB LEARNING STYLE INDICATOR (KLSI)



© concept david kolb, adaptation and design alan chapman 2005-06, based on Kolb's learning styles, 1984
Not to be sold or published. More free online training resources are at www.businessballs.com. Sole risk with user.

EMOTIONAL INTELLIGENCE 2.0 (EQ-I 2.0)

Emotional Intelligence is the ability to identify and manage your own emotions and the emotions of others. It is generally said to include three skills:

1. Emotional awareness, including the ability to identify your own emotions and those of others;
2. The ability to harness emotions and apply them to tasks like thinking and problems solving;
3. The ability to manage emotions, including the ability to regulate your own emotions, and the ability to cheer up or calm down another person.

EMOTIONAL INTELLIGENCE 2.0 (EQ-I 2.0)

Self-Perception

Self-Regard
Self-Actualization
Emotional Self-Awareness

Self-Expression

Emotional Expression
Assertiveness
Independence

Interpersonal

Interpersonal Relationships
Empathy
Social Responsibility

Decision Making

Problem Solving
Reality Testing
Impulse Control

Stress Management

Flexibility
Stress Tolerance
Optimism

Stress Management

Flexibility
Stress Tolerance
Optimism

EMOTIONAL INTELLIGENCE 2.0 (EQ-I 2.0)

EQi-2.0

EQ 360

EQ Leader

GALLUP Q12

Gallup Q12 Survey

Companies on the top quartile on engagement

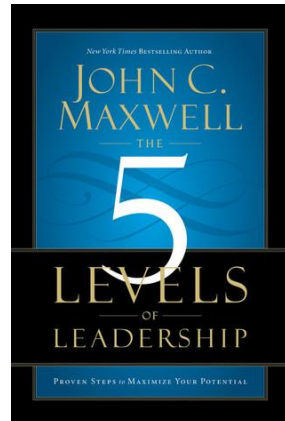


GALLUP®

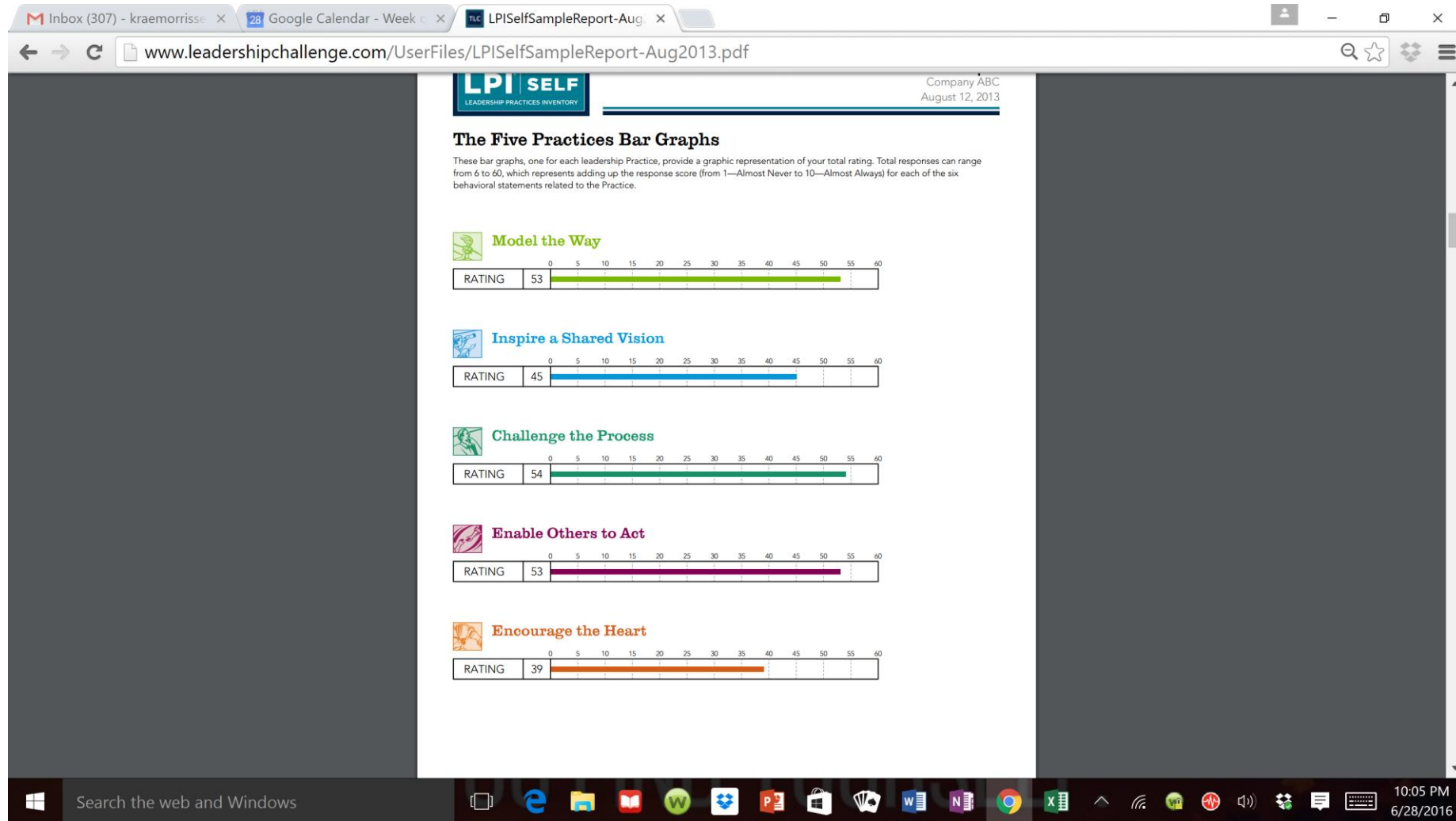
GALLUP'S Q¹²®

- 01 I know what is expected of me at work.
- 02 I have the materials and equipment I need to do my work right.
- 03 At work, I have the opportunity to do what I do best every day.
- 04 In the last seven days, I have received recognition or praise for doing good work.
- 05 My supervisor, or someone at work, seems to care about me as a person.
- 06 There is someone at work who encourages my development.
- 07 At work, my opinions seem to count.
- 08 The mission or purpose of my company makes me feel my job is important.
- 09 My associates or fellow employees are committed to doing quality work.
- 10 I have a best friend at work.
- 11 In the last six months, someone at work has talked to me about my progress.
- 12 This last year, I have had opportunities at work to learn and grow.

FIVE LEVELS OF LEADERSHIP – John Maxwell



LEADERSHIP PRACTICES INVENTORY - Kouzes & Posner



MYERS-BRIGGS TYPE INDICATOR (MBTI)

The Myers–Briggs Type Indicator (**MBTI**) is an introspective self-report questionnaire designed to indicate psychological preferences in how people perceive the world and make decisions. The **MBTI** was constructed by Katharine Cook Briggs and her daughter Isabel Briggs Myers.

Introvert - - Extrovert

How you energize yourself

Sensing - - Intuitive

How you take in information

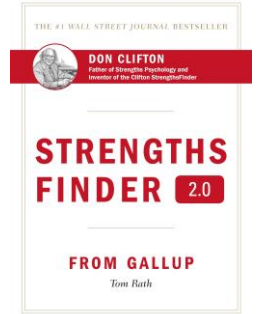
Thinking - - Feeling

How you make decisions

Judging - - Perceiving

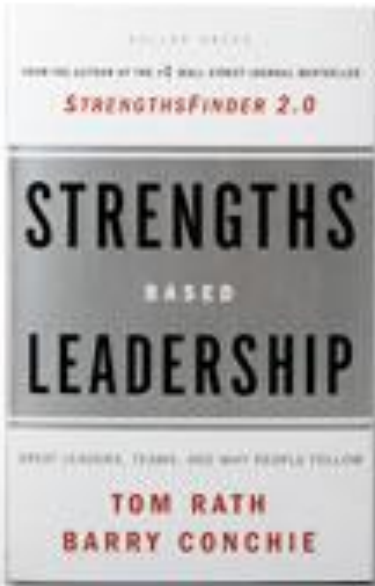
How you deal with the world

STRENGTHS FINDER 2.0



All people have a unique combination of talents, knowledge, and skills -- strengths -
- that they use in their daily lives to do their work, achieve their goals, and interact
with others. Gallup has found that when people understand and apply their
strengths, the effect on their lives and work is transformational. People who use
their strengths every day are **six times more likely to be engaged in their
work and three times more likely to say they have an excellent quality of life.**

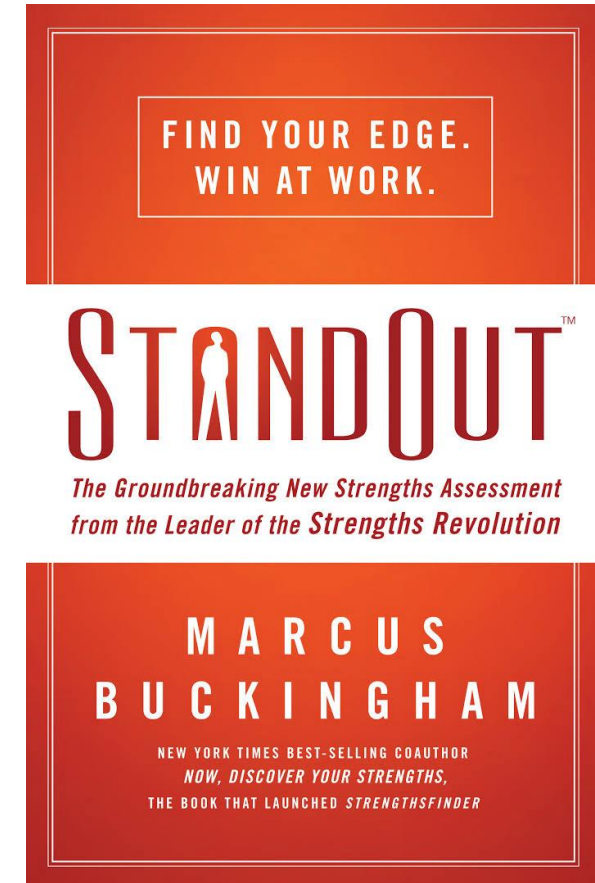
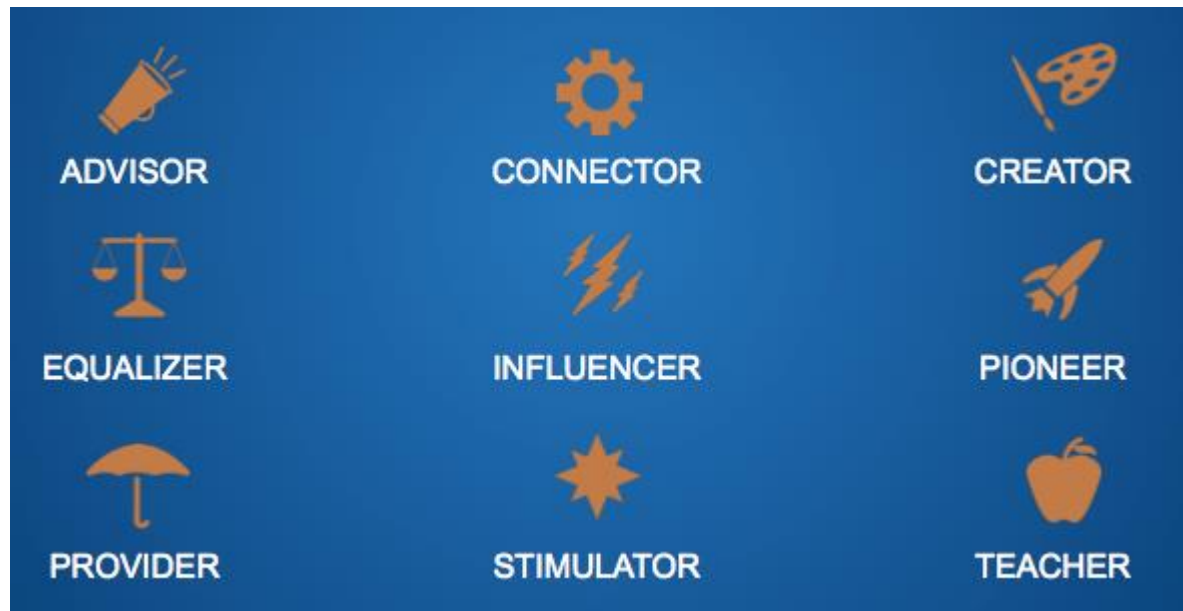
STRENGTHS BASED LEADERSHIP — *Tom Rath*



Execution
Influencing
Building Relationships
Strategic Thinking

Gallup's *Strengths Based Leadership* reveals key findings about leadership, offers readers access to a leadership-specific assessment to help them lead with their top five strengths, and presents the engaging stories of some truly successful leaders of our time. *Strengths Based Leadership* offers a roadmap for great leadership and building more effective organizations and workgroups.

STANDOUT



TEAM DEVELOPMENT SURVEY (TDS) –

Campbell-Hallam

The TDS provides feedback in 12 measures of team functioning:

Clear Purpose

Informality

Participation

Active Listening

Civilized Disagreement

Consensus Decisions

Open Communication

Role Clarity

Shared Leadership

External Relations

Style Diversity

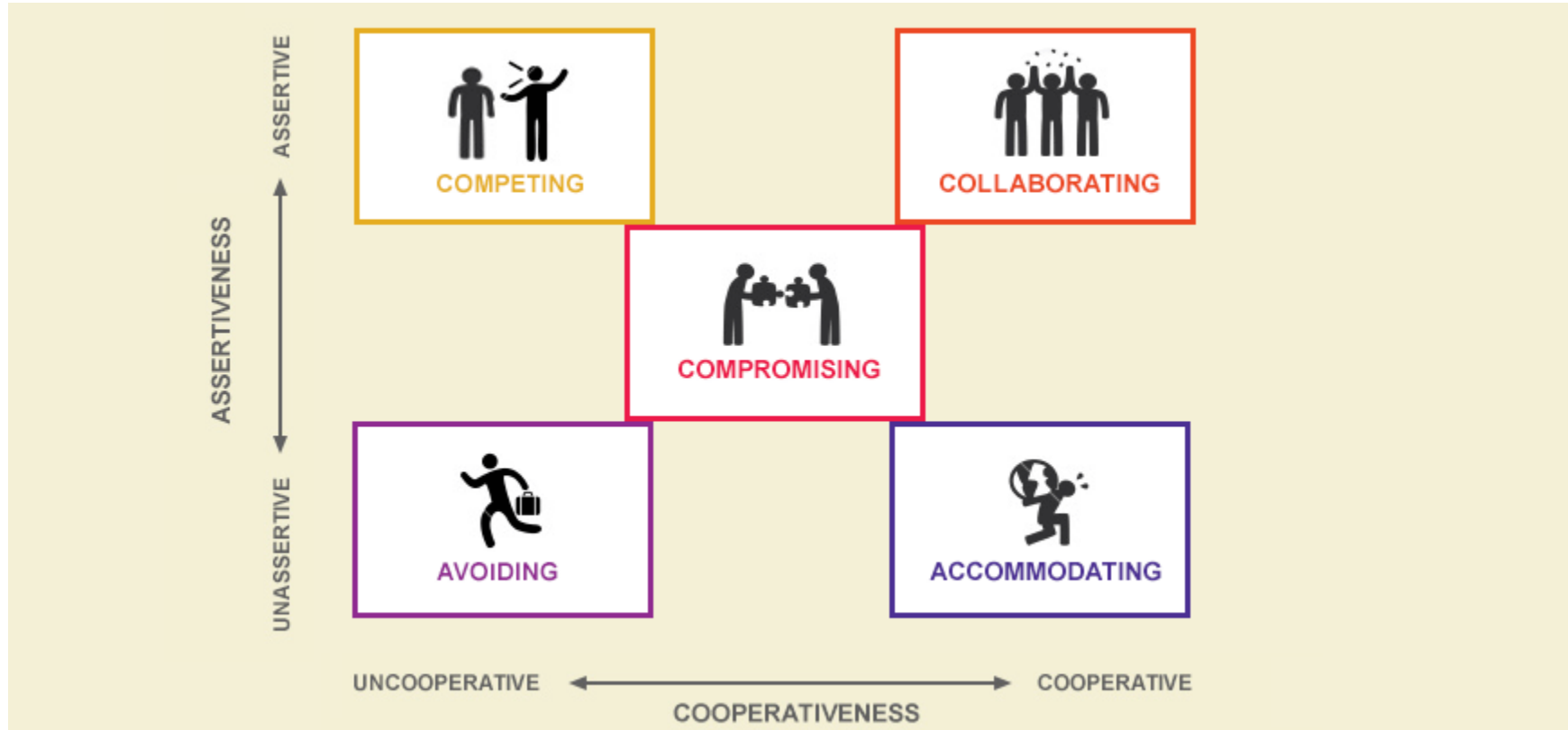
Self-Assessment

1 (low)

5 (high)

Mean

THOMAS-KILMANN CONFLICT MODE INDICATOR (TKI)

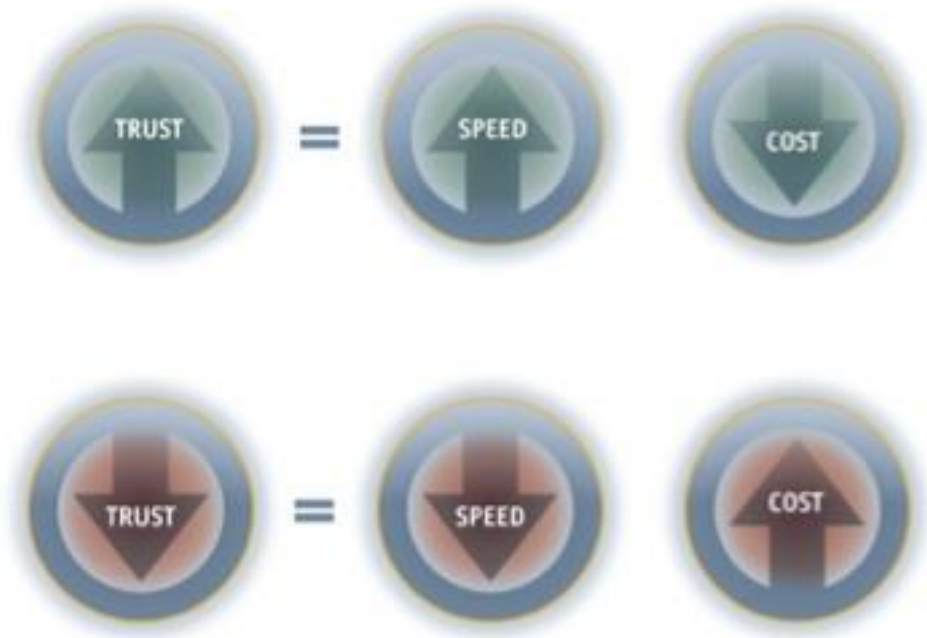


THE SPEED OF TRUST — *Franklin Covey*



Assessments

- Executive Trust
- Team Trust
- 360 Assessment
- Individual Trust





Krista Morrissey

Chief Growth Officer

262.442.4303

krraemorrissey@gmail.com

CHOICES

*Improving Ourselves
One Choice At A Time*

*Improving Our Communities
One Person At A Time*