

An Overview of Psychometric Tools

All the following are available via Thism.

MBTI® (Myers Briggs Type Indicator) - Step I

A widely used and highly-regarded system for understanding and interpreting personality, deriving most of its theory from Carl Jung's works in psychological type. The format is a self-report questionnaire which provides a greater understanding of self, personal motivations, natural strengths and potential areas of growth. As a tool, it is widely used in coaching, organisation development, teambuilding, management and leadership training and relationship counselling. It enables recipients to appreciate the value of diversity and understand the notion behind the idea, 'I'm not crazy, I'm just not you'.

MBTI® (Myers Briggs Type Indicator) Step II

This offers a more advanced level of interpretation than the above, being a **highly personalised narrative and graphic report** that gives a more detailed perspective on the user's **personality**. As a coaching tool, the results can be applied to four important components of executive development: communication, change management, decision making and conflict management.

The Leadership Assessment Instrument™ (LAI)

Whilst the myth of the born leader persists, the good news is that all have the ability to lead. The best leaders are those who continually assess their performance and seek to develop their skills. The LAI is designed to help such individuals. Developed by Warren Bennis in conjunction with Linkage International, it is a comprehensive tool for identifying characteristics essential to leadership. Based on the demands of today's business environment, and supported by an extensive development guide, it offers 360 degree feedback in five key leadership competencies: focus and drive, trusted influence, conceptual thinking, systems thinking and emotional intelligence. Furthermore, it gives feedback in the following skills: change management, problem solving, coaching/mentoring and negotiation.

The Strength Deployment Inventory (SDI)

This tool helps identify personal strengths in relating to others under two conditions: firstly, when all is going well and, secondly, when we are faced with conflict. The SDI suggests strategic deployment of strengths and provides an inventory for understanding motivations and how we feel and seek to act in different situations. The SDI is a great tool for increasing understanding within teams, particularly with regard to communication and conflict resolution. Based on the 'relationship awareness' theory of Elias H.



Porter, it argues that much of the interpersonal conflict we experience is preventable if we are mindful of the differences that exist between ourselves and that of others. Building a team profile via SDI is not only a key step in team development but also provides an entertaining and focused group learning activity.

Thomas Personality Profile Assessment (PPA)

This self assessment psychometric programme offers valuable insights into how individuals and / or teams, behave in the workplace. Its DISC format provides behavioural feedback in areas of dominance, influence, steadiness and compliance; the resultant profile relates strengths and limitations, propensity to be a self starter, communication styles and personal motivators. It therefore offers a means to reflect on performance and impact providing a valuable tool for coaching and personal development.

PPA gives an accurate picture of the individuals behavioural preferences and enables people to become more aware of their work style. In so doing it can establish an agenda for personal action to benefit self, the team and the organisation. The PPA is simple and quick to administer; it's on line capabilities mean it can be used extensively as a local or global tool.

Emotional Competence Inventory (ECI)

This tool was co designed by Daniel Goleman and Richard Boyatzis, working in conjunction with the Hay Group. It is based upon the premise that the majority of leadership activity does not focus on technical issues but rather those which relate to people. The ECI therefore assesses the emotional and social competencies which have been identified in great leaders, after extensive research. These competencies are not innate talents but rather learned abilities. They are contained in four dimensions of Goleman's EI model; self awareness, self management, social awareness and relationship management.

Administered as a 360 instrument and supported by a coaching /development dialogue, it provides a comprehensive evaluation of leadership within an organisation and benchmarks them against researched norms. In highlighting strengths and limitations it offers leaders a means of understanding their performance and creating action strategies that will bring about improvement. Leadership is not a gift, rather it is a series of skills which can be learned and require practice.