

# Assessments, Job Benchmarking and Coaching Tools



## How do you know what you don't know?

Achieve greater return on investment by using assessments to identify the right solution at the right time for the right person.

Top performers have one thing in common: they use knowledge of themselves to leverage their strengths and get results. Using the right assessment tools to personalize training provides participants with insight into the unique behaviors, values, skills, and talents that drive their performance. With this knowledge, both people and organizations can recognize and capitalize on existing talents while also addressing and closing performance gaps.

The Training Edge works with and maintains the highest certification levels in the best assessment and benchmark tools in the industry. We can use these assessments as either effective standalone tools or as powerful supplements to our learning and development programs. Some of the tools we work with most often are listed below.

Psychometric testing is now used by over 80% of the Fortune 500 companies in the USA and by over 75% of the Times Top 100 companies in the UK.

### DISC

- The DISC model and companion report defines an individual's unique behavioral style. This information can then guide the employee and manager in leveraging individual and team behavior for success.
- DISC can get new employees off to a fast start, revitalize current employees, improve communication and build sound employee-manager relationships.

### Values / Behaviors / Motivators

- How can you place the right people in the right jobs and motivate them to achieve more for the organization? Values. Knowing your own and others' values provides insight into what is truly motivating.
- The Values Assessment is the tool you need to gain insight into *why* your employees do what they do.

### Emotional Intelligence: EQ-i

- Emotional intelligence is an ability to recognize the meanings of emotion and their relationships, and to reason and problem-solve on the basis of them. The ability to the role of emotion in teamwork and decision making is a fundamental business skill.
- The EQ-i provides subjects with a measure of their own emotional intelligence across five categories.

Please see the other side of this brochure for more information about all of our assessment tools.

# Assessment Tools and Applications

	Leadership & Coaching	Team Building	Conflict Management	Career Exploration	Professional Development	Organizational / Cultural Change	Retention
<b>DISC</b> <i>The DISC model and companion reports define an individual's unique style across four distinct dimensions of behavior and describe the style's impact.</i>	✓	✓	✓	✓	✓	✓	✓
<b>Myers-Briggs Type Indicator® (MBTI®)</b> <i>The most widely used psychological assessment in the world; the MBTI creates a common language that communicates the complexities of personality.</i>	✓	✓	✓	✓	✓	✓	✓
<b>Values/Behaviors/Motivators</b> <i>Offers a means to assess values to understand what motivates the individual and intrinsically drives him or her to perform.</i>	✓		✓	✓			✓
<b>Emotional Intelligence (EQ-i)®</b> <i>The EQ-i® provides subjects with a measure of their own emotional intelligence across five categories: Interpersonal, Intrapersonal, Stress Management, Adaptability, and General Mood.</i>	✓		✓		✓	✓	
<b>Emergenetics®</b> <i>Scientifically researched and validated tool that explains how the brain engages in thinking patterns based on traits "pre-wired" from birth.</i>	✓	✓	✓	✓	✓	✓	✓
<b>Sales Skills Index</b> <i>Provides an evaluation of abilities along the entire sales process (Prospecting, First Impressions, Qualifying, Demonstration, Influence, Close, and General).</i>	✓			✓	✓		✓
<b>StrengthsFinder®</b> <i>Identifies the unique talent themes of the individual along with implications for performance.</i>	✓	✓		✓	✓		✓
<b>Time Management</b> <i>Evaluates and prioritizes time management effectiveness in 12 critical areas such as goal setting, time wasters, meetings, and interruptions.</i>	✓				✓		
<b>Team Assessment</b> <i>Explores the fundamental causes of teamwork breakdown using team input across the Five Dysfunctions of a Team model.</i>		✓	✓		✓	✓	✓
<b>Diversity Profile</b> <i>Explores individual viewpoints on workforce diversity in four key areas: Knowledge, Understanding, Acceptance, and Behavior.</i>	✓	✓			✓	✓	
<b>Cross Cultural Profile</b> <i>Helps individuals to understand their own cultural influences and background so that they can recognize, appreciate, and adapt to others.</i>	✓	✓	✓		✓	✓	
<b>Conflict Mode Instrument (TKI)</b> <i>Assesses which of the five basic approaches to conflict the individual is likely to use and insight for understanding the appropriate application of all the conflict handling modes.</i>	✓		✓		✓		
<b>360° Assessment</b> <i>Fully customizable feedback tool to gather input about job performance from an individual's internal (e.g. manager, subordinates, peers) and external (e.g. customers, vendors) audiences.</i>	✓				✓	✓	✓
<b>Job Benchmarking</b> <i>Defines a job by determining the behaviors, values, personal skills and task preferences required for superior performance.</i>	✓			✓	✓	✓	✓

Assessments and Certified Experts provided by Training Edge, LLC. For more information, contact:

[www.trainingedgegroup.com](http://www.trainingedgegroup.com) [info@trainingedgegroup.com](mailto:info@trainingedgegroup.com) Toll free: 877-594-5482 Direct: 678-947-8447