

Turknett Leadership Group Assessments

TLG 360	<p>The Turknett Leadership Group 360 is a validated assessment that covers 55 dimensions comprising Turknett's five factors of effective leadership: Disciplined Execution, Building Relationship, Strategic Thinking, Inspirational Character, and Developing Others. Participants gain a unique understanding of their behavior as it pertains to their overall leadership style, and how this style compares to a normative database of thousands of executive leaders. Each participant gains an understanding of his or her unique strengths and development needs. The robustness of this assessment paves the way for a personalized and actionable development plan.</p>
TLG Team 360	<p>The Turknett Leadership Group Team 360 is a compilation of a group of individuals' scores on the TLG 360 that helps identify the collective strengths and developmental needs of an intact executive team or a group of high potentials. Not only is the Team 360 useful for team building and organization development efforts, but it also serves to identify gaps in selection, training, and development. It also allows individuals to compare their personal results to that of the team and identify personal strengths to leverage and developmental needs to improve upon.</p>
LC 360	<p>The Leadership Character 360 is a multi-source version of the Leadership Character Profile. While there are many effective ways of leading that, no style of leadership is successful over the long haul unless it is grounded in solid, sound character that inspires trust and commitment. The LC 360 provides feedback on the dimensions that create a solid foundation of character in leadership: Integrity, Respect, and Responsibility. This feedback allows individuals to identify their strengths and weaknesses as leaders of character, comparing how they view themselves to the perspectives of others.</p>
Individual Contributor 360	<p>The Individual Contributor 360 is a multi-source appraisal instrument designed to provide developmental feedback on the performance of non-managerial employees. This unique assessment focuses on skills and attributes related to success in any job. Providing individuals with a perspective on how they are viewed by others compared to the way they view themselves provides a rare developmental opportunity. This assessment can be customized depending on the position and covers areas such as knowledge/strategy, character, interpersonal skills, innovation/chance, execution, impact, and motivation.</p>
Follow-Up 360	<p>The Follow-Up 360 measures the main areas of improvement an individual has chosen to focus on based on the results of an initial 360-degree assessment and the development plan mutually agreed upon by the participant and his or her coach. Progress is measured in areas that are initially identified as needing improvement, 6 to 12 months after the initial assessment. This is a powerful tool, providing a measurable way to assess the impact of development.</p>
Turknett LCP	<p>The Leadership Character Profile is a statistically validated tool designed to assess leadership strengths and weaknesses against the leadership character model. The feedback report includes extensive developmental feedback.</p>

Assessment Descriptions



Assessments Available for Coaching/Feedback Reports

MBTI	The Myers-Briggs Type Inventory is a personality preference inventory used in individual and team settings to help individuals gain insight into their own behaviors.
TKI	The Thomas Kilmann Conflict Mode Inventory (TKI) assesses an individual's conflict style. It is often used in team settings to help people better understand their own behavior in relation to others, and help facilitate more productive conflict modes.
Sigma LDR	The Leadership Development Report (LDR) is a powerful, objective assessment that provides insight into leaders' work-oriented personality, and helps them to increase their overall effectiveness.

Assessments Available for Pre-Hire Evaluations and Feedback / Coaching Reports

*Hogan Derailment Survey	A personality inventory designed to indicate risk factors that tend to impede work performance. The risk factors identify specific performance challenges that may be linked to validated competencies of the job.
Hogan Personality Survey	A 5-factor based personality assessment that provides percentile scores for 7 personality scales. The scales can be linked to validated competencies based on the results of previous research provided by the test developer.
Hogan Values Report	A measure of personal values that is used to assess potential fit between an individual and his or her potential coworkers.
*Occupational Personality Questionnaire	An assessment based upon preferred work behaviors. Includes a report that summarizes how the candidate's preferred style or typical way of behaving is likely to influence his or her performance on 20 universal management competencies.
*Structured Behavioral Interviews	Structured behavioral interviews (SBIs) are created based upon the requirements identified for the job. By utilizing behaviorally based, validated questions, SBIs are one of the most reliable ways of evaluating candidate competency levels and identifying the best fit for the job.
Employee Selection Questionnaire	The ESQ is a unique assessment of integrity and personality that has been designed to be more resistant to applicant faking. The report provides an indication of the candidates' likelihood to engage in both positive and counterproductive behaviors on the job.
Turknett Workstyle Inventory	A 5-factor based personality test that has been validated in applicant populations and is linked to validated competencies for selection.
*Watson Glaser	A critical thinking appraisal to assess judgment and decision making capacity.

*Assessments are combined in an Executive Assessment Report to provide a comprehensive overview of the leader's strengths and areas for growth.