

## Assessment Offers

Assessments are a powerful way to create self awareness and identify potential strengths and challenges. They help shape your role as a leader, giving you insight into your personality, thinking, and preferences and how it impacts your growth, progress and effectiveness. Understanding the depth of these results and exploring ways to leverage these insights can enhance a range of outcomes and help unlock your true and full potential. As a certified assessment analyst of the following assessments, let's talk about which assessment is right for you and your growth today.

### The Hogan Development Suite – Leadership Forecast Series

- The Leadership Forecast Series of reports **gives leaders a complete understanding of their performance capabilities, challenges, and underlying motivators** along with a five-step development planning worksheet and career development primer. Paired with a one-on-one feedback session, leaders will be well-equipped to build high-performing teams and thriving organizations.
- The Hogan Personality Inventory (HPI) describes **normal, or bright-side personality** – qualities that describe how we relate to others when we are at our best. Whether your goal is to find the right hire or develop stronger leaders, assessing normal personality gives you valuable insight into how people work, how they lead, and how successful they will be.
- The Hogan Development Survey (HDS) describes the **dark side of personality** – qualities that emerge in times of increased strain and can disrupt relationships, damage reputations, and derail peoples' chances of success. By assessing dark-side personality, you can recognize and mitigate performance risks before they become a problem.
- The Motives, Values, Preferences Inventory (MVPI) describes **personality from the inside** – the core goals, values, drivers, and interests that determine what we desire and strive to attain. By assessing values, you can understand what motivates candidates to succeed, and in what type of position, job, and environment they will be the most productive.
- <https://www.hoganassessments.com/products/leadership-forecast-series/>

### EQi 2.0

- Emotional intelligence refers to a 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 in an effective and meaningful way**. Emotional Intelligence is a significant contributor to success as a leader and in managing relationships.
- The EQ-i2.0 explores the frequency of and role that sixteen different elements of emotional well-being play in your life. Supported by extensive research, the five areas of self-perception, self-expression, interpersonal, decision making, and stress management frame the use of the related skills that make up the key dimensions of this assessment.
- <https://tap.mhs.com/AboutEmotionalIntelligence.aspx>

## EQ360 Emotional Intelligence

- The EQ360 is a statistically valid and reliable multi-rater report which probes deeper around the emotional and social skills, by incorporating information from those who know you. It **highlights key employee strengths and impediments to high performance, along with areas that could be developed for maximum functioning**. It is a great tool for coaching as it can be used to follow up and measure progress over time.
- <https://www.mhs.com/MHS-Talent?prodname=eq360>

## TESi – Team Emotional and Social Intelligence Assessment

- TESI® is the Collaborative Growth Team Emotional and Social Intelligence Survey®. It creates the opportunity for a team 360 – that is each member of the team rates the team's skills from his or her perspective. Reports allows all team members and their leaders to **understand the levels of identification with the team, satisfaction, engagement, and skills in areas such as communications and conflict resolution**.
- <http://www.theemotionallyintelligentteam.com/tesi.asp>

## NBI Thinking Preference

- The NBI™ Thinking Preference Assessment, based on modern insights from the fields of neuroscience, creativity and psychology, help individuals, leaders, teams and organizations unlock their full potential. The NBI™ framework **provides insights into left hemisphere (local processing), right hemisphere (global processing), cognitive and affective types of thinking**. Such insights can lead to enhancement in the areas of social-emotional intelligence, self-awareness, creativity, leadership, communication, team performance, presentations, conflict resolution and more.
- <http://nbicertification.com/>

## Bates Executive Presence ExPI Assessment

- The Bates Model clarifies executive presence as a three-dimensional model of character, substance, and style. The Bates ExPI™ multi-rater assessment tool measures 15 unique facets of a leader's executive presence. Perceptions of others are compared with the leader's self-perceptions in order to identify strengths and gaps across all relevant facets of leadership that contribute to one's presence and impact as a leader.
- <https://www.bates-communications.com/what-we-do/assessments-expi/the-expi-assessment-of-executive-presence>