

Various Assessment Tools (T)



Assessment Tools (for individuals or for groups)

Samson & Associates has several certified consultants who can use different types of psychometric assessment tools. This could be useful to:

- Evaluate the behavioral preferences, motivations, skills and ethics;
- Identify the different personality styles;
- Analyze and identify the choice of strategies when there is a conflict situation;
- Explore the four personal Style of Coaching and determine how to better connect in various relationships (individuals, teams, projects, etc.);
- Evaluate your strengths and create a plan to increase your effectiveness as a team player; and
- Develop an action plan for improving your performance and health in stressful situations.

These tools are often combined with formal learning in order to increase the effectiveness of the training. The list of tools currently available is the following:

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#	Assessment Tools (T)
T01	The Nova Profile
T02	Myers-Briggs Type Indicator (MBTI)
T03	Thomas Kilmann Conflict Mode Instrument
T04	Personal Coaching Styles Inventory (PSCI)
T05	Parker Team Player Survey
T06	Essi Systems STRESS MAP
T07	Negotiating Style Profile
T08	DiSC Assessment Profile
Txx	Various other tools available on demand



T01 - The Nova Profile

Transforming HUMAN FACTORS into SUCCESS FACTORS for the BENEFIT of individual, team and organization.

The Concept NOVA™ and its tools on the identification of behavioural preferences, motivations, assessment of competencies and ethics are designed to optimize the effectiveness in the following areas:

- Communication
- Leadership and Management
- Team Synergy
- Organizational Effectiveness
- Customer Service
- Sale
- Internal Mobility
- Recruitment
- Succession Management
- Change Management

Depending on your goals, NOVA Profile™ is the starting point of a unique and comprehensive approach to structure and optimize all forms of personal and organizational effectiveness.

This tool can be used in several of our courses such as:

- M01 - Introduction to Supervision Program;
- M02 - Management Skills for Middle Managers;
- M07 - Leadership, Motivation and Productivity;
- M09 - Adapting your Leadership Style;
- W01 - Excellence in Client Services;
- W06 - Effective Interpersonal Communication Skills.



T02 - MBTI

The *Myers-Briggs Type Indicator* (MBTI) is a personality assessment tool that determines the psychological type of a person. The MBTI® instrument is a popular training tool for professional development and organizational improvement in all kinds of organizations. MBTI results give people in training programs helpful type feedback about themselves and how they are different from others. In organizations and workplaces the Indicator is particularly useful with teams, for conflict management and performance improvement, for employee coaching, for management development, or for executive coaching.

This tool can be used in several of our courses such as:

- M01 - Introduction to Supervision Program;
- M02 - Management Skills for Middle Managers;
- M07 - Leadership, Motivation and Productivity;
- M09 - Adapting your Leadership Style;
- W01 - Excellence in Client Services;
- W06 - Effective Interpersonal Communication Skills.



T03 - Thomas-Kilmann Conflict Mode Instrument

Enables participant to identify his/her dominant choice of strategy when involved in a conflict situation.

This tool can be used as part of our course W09 - Conflict Resolution.

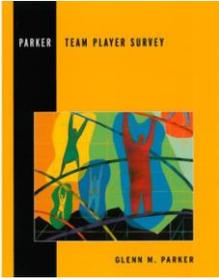


T04 - Personal Coaching Styles Inventory (PCSI)

The PCSI© (Personal Coaching Style Inventory) is an assessment tool that will help you better understand how to connect in various relationships (individuals, teams, projects, etc.).

This assessment tool explores the four Personal Coaching Style Inventory styles and will assist you in understanding and developing awareness for how these styles are expressed in the workspace. With a deeper understanding of styles, leaders and coaches learn to flex their styles to support colleagues, clients and customers.

This tool can be used as part of our course W04 - Peer Coaching or W14 - Coaching and Mentoring.



T05 - Parker Team Player Survey

Objective: Will help participant to identify his/her style, assess his/her current strengths, and create a plan for increasing his/her effectiveness as a team player.

This tool can be used as part of our courses:

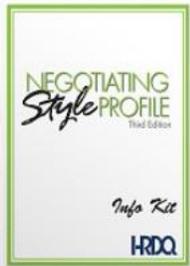
- W05 - Working in Teams; and;
- W08 - Developing High-Performance Teams.



T06 - Essi Systems Stress Map

Essi Systems' StressMap is the preeminent self-scoring stress assessment tool that assesses your stress level, evaluates your ability to cope with stress, and suggests methods for dealing with stress effectively. Completed in as little as 15 minutes, StressMap helps chart new strategies for enhancing personal health and overall performance.

This tool can be used as part of our course E11 - Stress Management.



T07 - The Negotiating Style Profile (NSP) is designed to help you gain a deeper understanding of your negotiating style.

This tool can be used as part of our course E10 - Negotiation Skills.



T08 - DiSC Assessment Profile

Tool used to measure your Dominance, Influence, Steadiness and Conscientiousness (DiSC) style.

DiSC profiles will help you and your team:

- Better understand your own priorities and tendencies;
- Recognize and respect the behavioral traits in others;
- Adapt your style for improved communication with others;
- Understand customer priorities and increase sales;
- Improve your management capabilities;
- Lead organizations better by understanding the intricacies among Vision, Alignment, and Execution.

This tool can be used in several of our courses such as:

- M01 - Introduction to Supervision Program;
- M02 - Management Skills for Middle Managers;
- M07 - Leadership, Motivation and Productivity;
- M09 - Adapting your Leadership Style.