

## Leadership Assessment Tools

Here are some helpful leadership assessment tools you might encounter. These are all commercially available, usually through career counselors or others who have completed some kind of certification in their use. This helps to ensure that results are professionally interpreted.

### Personality Inventories

***FIRO-B:*** Published by Consulting Psychologists Press, [www.cpp.com/products/firo-b/index.asp](http://www.cpp.com/products/firo-b/index.asp) The FIRO-B helps people understand how their needs for inclusion, control, and affection shape their interactions with others.

***Myers-Briggs Type Indicator:*** Published by Consulting Psychologists Press, [www.cpp.com/products/mbti/index.asp](http://www.cpp.com/products/mbti/index.asp) The MBTI is a widely-used instrument for identifying individual strengths, helping people become more self-aware, and becoming more effective with others.

### Multi-Rater and 360° Assessments

360° feedback is a method of systematically collecting opinions about someone's performance from a wide range of co-workers: peers, the boss, the boss's peers, and any direct reports. It is expensive for an organization to conduct, but the person gets to see a wide range of perceptions of his or her work, which can be more helpful than just self-perception or the boss's perception.

***Benchmarks, Prospector, and 360 By Design*** are products developed by the Center for Creative Leadership and administered by trainers they certify. [www.ccl.org/leadership/assessments/assessment360.aspx](http://www.ccl.org/leadership/assessments/assessment360.aspx)

### Self-Assessments

Self-assessments are scored and interpreted by the individual completing the assessment. They can provide immediate insight into leadership characteristics, developmental assignments, and preferred learning styles.

***Learning Tactics Inventory, Job Challenge Profile, Campbell Leadership Descriptor, and Campbell Interest and Skill Survey (CISS)*** are products sold by the Center for Creative Leadership. [www.ccl.org/leadership/assessments/SelfAssessmentsOverview.aspx?pageId=83](http://www.ccl.org/leadership/assessments/SelfAssessmentsOverview.aspx?pageId=83)