

The Bartell Assessment Package

THE PREMIERE COACHING PROCESS

Fast-tracking Leadership Development.

The key to expediting a leader's development quest is knowing where they're starting from and creating a personalized leadership development plan. We have found that the most effective process for unleashing the potential of leaders starts with helping them clearly understand themselves, such as: what they bring to the team, their unique strengths and talents, development blockages, motivational 'hot buttons,' fears, frustrations, needs, past experiences, etc. Bartell's Assessment package makes this clear - and actionable.

ASSESSMENT INSTRUMENTS

The instruments measure over 50 aspects of 'what a person is like' and come together to form a Personal Assessment Portfolio which will be presented during the Developmental Debriefing. The Bartell profiling package measures a leader from multiple perspectives with an in-depth battery of instruments, including...

- DISCRIPTION Temperament Inventory
- Personality Vector Analysis (PVA)
- Stress Source Profile (SSP)
- Leadership Alignment Index (LAI)
- Conflict Management
- Interpersonal Management And Group Effectiveness (IMAGE)

DEVELOPMENTAL DEBRIEFING

The debrief helps map out a plan for continued self-development, optimum staff alignment, and maximum team influence, specifically addressing (1) areas to be developed, by priority, and for maximum results, (2) strategies for optimizing strengths and overcoming challenges, and (3) best ways to make a quick and effective impact on the organization and one's own career success. We'll typically spend an hour reviewing the assessment results, discussing a development plan, and answering questions, such as...

- What are my dominant traits?
- What are my strengths that I can build on as a leader?
- What are my underdeveloped areas?
- Do I have a quality that could block or inhibit effective leadership and teamness?
- How can I better align myself with my team?
- What is the impact of organizational stress on me and how can I minimize any negative impact?
- How does my style impact my staff and our customers?
- What leadership areas are natural for me and what do I have to monitor, develop, and strengthen?
- How can I quickly "read" others and connect better with them?

Take the Next Step.

This process is perfect for leaders looking to overcome development challenges, emerging leaders preparing for succession, seasoned executives looking to refine their skills, and star performers ready to take it to the next level. To get started, call or email us with the leader's name and email address, and they'll be set up with their online Bartell Assessments. We will prepare for the session, and then walk through the results and development plan.



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