

Flying By Instruments™

the BARTELL ASSESSMENT CERTIFICATION COURSE

Designed to develop your in-house expertise.

FBI features 4 days of intensive, hands-on instruction in mastering the basics of assessment interpretation for the Standard and Executive battery of Bartell Assessment Instruments. You'll enjoy this advanced training session designed to transfer to you the subtleties of purpose and practical application for each of the instruments you've become familiar with through Know Thy Self™, ASAP™, and assessments we've conducted for you in selecting and developing your leaders and teams.

You know from experience that the uniqueness, depth, and accuracy of Bartell profiling comes from the interpretation *across* instruments. Flying By Instruments™ is designed to *not only* teach you to interpret each instrument individually -- but will *also* delve into the richness of inter-instrument correlations through interpretive case studies, which will help you develop skills in reading a comprehensive profile & truly understand "the whole person." To help lock-in learning, we use a unique approach that reinforces instruction with both individual and paired exercises, as well as cases you'll solve with your 3-4 person "Delta Team." Our own Bartell profile experts will coach you through these exercises, sharing more than 80 years of organizational application and experience in interpreting over tens of thousands of assessments.

You'll graduate FBI with the competence and confidence to (1) **Serve as your organization's internal expert** and resource for interpreting Bartell data, (2) **Strategically sort through candidate profiles** for selection & promotion, (3) **Objectively measure employee strengths & weaknesses** to coach them toward their full potential, (4) **Craft development plans for employees** to meet your succession planning needs, and (5) **Significantly reduce the need for Bartell services**, due to your development in-house expertise!

4 DAYS OF ADVANCED INSTRUCTION

Our core Bartell Assessment Instruments are organizationally-based and represent the key components of effective leadership and team success. We measure 83 dimensions to create a comprehensive, multi-dimensional view to assess an individual's temperament, personality, communication, self-reflection, stress levels, leadership style, conflict management, organizational alignment, and much more. These assessments are keys to selecting, addressing, developing, and understanding your people on an individual and team level.

You'll receive in-depth instruction on our core assessments, and you'll also leave knowing how to interpret our executive-based assessments. We also highlight additional, HR-focused assessments, programs, and tips that assist in hiring and developing your people. The FBI assessments and interpretative instruction includes:

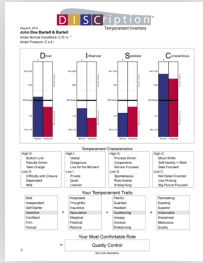
- Bartell DISCRIPTION Temperament Inventory
- Interpersonal Measurement and Group Effectiveness (IMAGE)
- AMP / Stress Source Profile (SSP)
- Personality Vector Analysis (PVA)
- Leadership Alignment Index (LAI)
- Conflict Management
- Executive Assessments, including The Management Set-Point Assessment, The Decision Style Profile, and The XYZ Leadership Style
- TeamNav: Your Organization's Assessment Database
- ...and more!

CERTIFICATION

At the end of Flying By Instruments, the Bartell Team will conduct the **FBI Certification Exams**, consisting of a **Verbal Debrief Test** to assess the participant's ability to "read back" the assessment results to a team, hiring manager, or to the test-taker themselves, in an effective and helpful manner, as well as a **Verbal Interpretative Test** to determine the participant's ability to accurately/creatively review the data and draw scientific conclusions about the individual, to generate tailored probing questions, and to correctly determine next-steps for the individual's development. Passing these exams means that the FBI Graduate leaves as a **Certified "In-House" Bartell Assessment Consultant**. Once you're FBI certified, you'll have access to purchase and administer Bartell assessments from our **TeamNav portal**. TeamNav gives you access to all the assessment data for your company, the ability to purchase tailored assessment bundles, receive special rates for instruments, and apply powerful resources and useful data display tools.

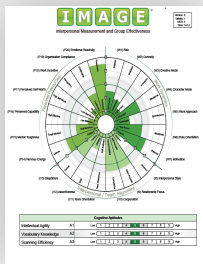


FBI Certified Assessments



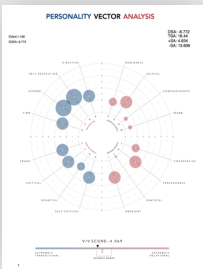
The Bartell DISCRIPTION Temperament Inventory

The DISC measures temperament, the foundation on which personality forms. This is perhaps the most important element of who you are, because it is thought to be inborn. It's how a person is "hard wired." The DISC measures dominant and recessive temperaments including: Driving, Influencing, Stabilizing, and Conscientious.



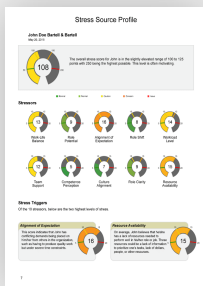
The IMAGE Workplace Personality Assessment

The IMAGE measures core personality traits including: intellectual agility, risk, curiosity, creativity, character mode, work approach, rule orientation, motivation, interpersonal style, relationship focus, cooperation, team orientation, assertiveness, skepticism, nervous energy, mental toughness, perceived capability, self-worth, work incentive, compliance, and emotional reactivity.



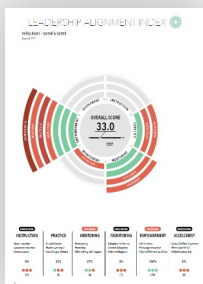
The Personality Vector Analysis

The PVA is a very dynamic measurement of personality. It takes a snapshot of personality and current growth/development, as well as vector/valence, a measurement of a person's natural influence, through a task/output approach or a people/process orientation. This number is very useful in building synergistic teams.



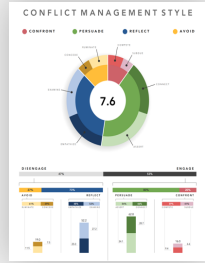
The Stress Source Profile (AMP®)

The SSP measures a person's response to 10 different organizationally induced stressors, including: work-life balance, role potential, alignment of expectations, role shift, workload level, team support, and more. The patterns in the stress scores reveal precisely where to intervene to focus healthy stress for positive results.



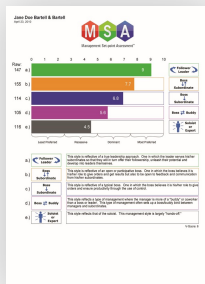
The Leadership Alignment Index

The LAI instrument is used to measure dominant leadership styles and effectiveness. Simply stated, it measures what tools a leader has in their leadership "toolbox" and then looks at whether the leader uses the appropriate approach for the situation.



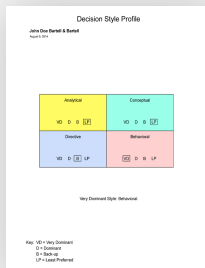
The Conflict Management Style Survey

The Conflict Management Style Profile measures a person's preferred approach to dealing with conflict and their tendency towards other alternatives when their dominant style(s) don't get the results they desire. The assessment measures preference towards being Aggressive, Assertive, Observant, and/or Avoidant.



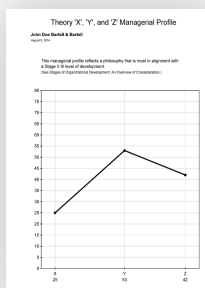
The Management Set-Point Assessment

The MSA measures where a person falls on a spectrum from victim all the way through Servant Leadership, identifying their preferred and recessive mode or styles of exerting leadership influence and how mature they are in these approaches.



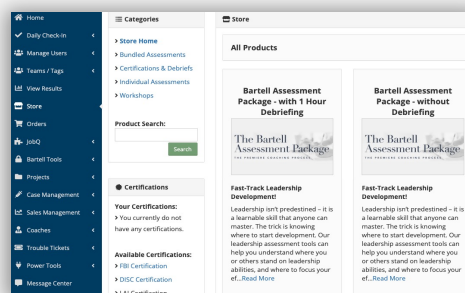
The Decision Style Profile

The Decision Style Profile measures a person's decision-making approach and identifies most dominant, dominant, back-up, and least preferred modes of reaching decisions through Analytical, Conceptual, Directive, and Behavioral styles.



The Theory XYZ Managerial Profile

This instrument measures management style philosophy and how a person's view on human nature affects how they lead in alignment with theories "X", "Y", and "Z" and in what organizational stage of development they will be most comfortable managing/leading.



**FBI Graduate
TeamNav
Portal Access**



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