ASSESSMENTS AND SURVEYS

Kappa Source offers validated, proven assessments and surveys delivering concrete, meaningful feedback. Each type of assessment provides a unique way of understanding what makes each person different. Together, a specific combination provides the information needed to implement successful initiatives.

The first step in any successful engagement is to identify the current operating mode of the individual, team or organization. We use a variety of instruments to help us assess the current state, gaps between the current state and the desired outcome, and to measure progress.

Assessments are also powerful when used as tools to enable people to better understand, appreciate and leverage their unique strengths, and to recognize and mitigate blind spots.

Because every situation is unique, we offer a wide range of tools to assist in many areas of your business, including:

Personality Preference and Style

Myers-Briggs Type Indicator® (MBTI®)	▪ **Evaluates personality type and preferences** based on four psychological types
	▪ Most widely used and trusted personality inventory tool available
	▪ **Benefits**: Improves performance of individuals and teams, improves understanding of individual strengths and preferences and recognition of individual differences and preferences which increases appreciation for diversity, enhances interpersonal communication, creates a shared vocabulary to describe behavior
	▪ **Reports include**:
	  ○ MBTI® Interpretive Report for Individuals and Organizations
	  ○ MBTI® Introduction to Type and Teams
	  ○ MBTI® Communication Style Report
	  ○ MBTI® Decision-Making Style Report
	  ○ MBTI® Career Report

CPI 260®	▪ **Measures personality attributes used to describe professional and personal styles**
	▪ Can be used for a variety of leadership and management development applications
	▪ **Benefits**: Identifies leaders' strengths and blind spots; illustrates a range of personal and work-related characteristics, motivation, and thinking styles; highlights different ways people manage themselves and deal with others
	▪ **Highly effective for**:
	  ○ One-on-one or group coaching
	  ○ Leadership development
	  ○ Management training programs
	  ○ Performance improvement initiatives

FIRO-B®	▪ **Examines behaviors driven by interpersonal needs**
	 ▪ **Benefits**: Helps individuals increase interpersonal effectiveness and ultimately improve their relationships with others; assists organizations to maximize their investment in teams and leaders
	 ▪ Used for more than 50 years
	 ▪ **Ideal for:**
	   o One-on-one coaching
	   o Team-building initiatives
	   o Leadership development activities
	 ▪ **Reports include**:
	   o Leadership Report (Using FIRO-B® and MBTI®) - Explores a person's leadership and communication styles
	   o FIRO-B® Interpretive Report for Organizations - Interprets results in terms of team and organizational effectiveness

Workplace Personality Inventory (WPI)	▪ **Measures personality traits and work styles** important to success in specific positions and company cultures
	 ▪ Based on sixteen key work styles and work-related personality traits important to job success in a wide range of occupations
	 ▪ **Benefits**:
	   o Produces consistent, accurate, and job-relevant results for individuals from a wide range of backgrounds
	   o Predicts behavior in job-related contexts
	   o Resistant to faking
	 ▪ Norms available for working adults across many occupations and organizational levels

Conflict Style	

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 Thomas-Kilmann Conflict Mode Instrument
	▪ A fast, simple tool that **provides practical, situation-specific approaches to dealing with negative conflict effectively**
	 ▪ Introduces five conflict-handling styles and their uses, and identifies preferred approaches to dealing with negative conflict
	 ▪ Research-backed instrument that offers a practical way to initiate safe and non-emotional dialogue to resolve conflict
	 ▪ **Benefits**:
	   o Helps organizations successfully address their conflict management needs,
	   o Reduces negative conflict and helps people work together more effectively
	   o Can be used in combination with the Myers-Briggs Type Indicator® (MBTI®) assessment to gain further insight into the connection between personality and conflict

Critical Thinking and Reasoning Skills

Watson-Glaser Critical Thinking Appraisal®

- **Most widely used assessment to determine critical thinking skills**
- Identifies high-potential performers
- Assesses critical thinking skills for sound decision-making
- **Benefits:**
  o Ideal for hiring, promotion, development and succession planning
  o Predicts how well applicant will make accurate inferences, recognize assumptions, properly deduce, interpret information, and evaluate arguments

Raven's Progressive Matrices

- **Designed to differentiate among people at the high end of intellectual ability**
- Non-verbal measure of ability
- Used world-wide for over 60 years
- **Benefits:** Indicates potential for success in high-level positions that require advanced levels of clear and accurate thinking, problem identification, holistic situation assessment, and evaluation of tentative solutions

Wesman PCT Verbal Reasoning

- **Measures ability to think constructively, identify relationships among apparently different concepts, and manipulate ideas on an abstract level**
- Designed to differentiate among people at the high end of intellectual ability
- **Benefits:**
  o Evaluates verbal reasoning needed for critical competencies such a persuasion, influence, negotiation and strategic thinking
  o Indicates applicant's potential for success in professional, management and executive positions

Individual and Team Surveys

Teamwork Assessment

- **Provides insight into aspects of teamwork that impact performance**
- Establishes level of cohesiveness of leadership teams
- **Benefits:**
  o Indicates team's unique strengths, potential areas for improvement and areas of concern
  o Generates discussion and direction for team development

DECISIONWISE
Leadership Intelligence™

360° Feedback Survey

- **Systematic collection of feedback from supervisor, peers, direct reports, and others provides a comprehensive view of performance**
- Designed specifically for management levels and key professions.
- Provides insights into quality of work, leadership qualities, and effective relationships

	▪ **Benefits:**
	   ○ Generates valuable measures of leadership competency for individuals as well as the organization
	   ○ Feedback focuses on identifying strengths and potential derailers, and setting development goals

Employee Climate Survey	▪ **Captures the pulse/takes the temperature of an organization**
	▪ Assesses integration of company values, vision, strategies
	▪ **Benefits:**
	   ○ Identifies impact of change initiatives
	   ○ Guides leadership decisions to improve effectiveness and morale

Employee Opinion Survey	▪ **Appraises work environment and its impact on the organizations performance**
	▪ **Benefits:**
	   ○ Gauges employee satisfaction in areas such as feedback, leadership, and organizational strategy and development
	   ○ Measures level of employee engagement

Emotional Intelligence Assessments	▪ **Measures a core set of social and emotional abilities that are determinants of workplace performance, including effective communication, formation of strong relationships, powerful coping strategies** ▪ **Benefit:** Important predictor of success for individuals in leadership positions