

Assessment

*Unwrap the drivers that make or break a person:
the basis of your development and selection initiatives*

What are these measurable drivers?

- **Instinct**
- **Motivators**
- **Attitudes**
- **Thinking Styles**
- **Learning Styles**
- **Leadership Styles**
- **Communication**
- **Interpersonal Functioning**
- **Self-Awareness**
- **Adaptability**
- **Work Styles**
- **Emotional Intelligence**

Equilibria's team of business psychologists will guide your organization to align the best assessment techniques with employee development and/or selection objectives. Plain and simple, our goal is to help you build a world-class workforce.

"Assessment gives you hard insight into the gut, heart and mind of people."

Our assessments will help you:

- **Develop** your key employees by maximizing their strengths and providing insight into areas in need of development
- **Reduce errors** when making decisions between potential internal or external job candidates
- **Significantly increase** the probability that the individual who is being considered has the requisite skills and motivation needed to succeed in their new position
- **Uncover** future barriers and areas of opportunity across your company's team and culture

Assessment

360 Degree Assessments

Leadership RPM® 360

Our 360 assessment is a powerful tool designed to enhance professional insight into one's individual strengths and areas for development. The Leadership RPM® 360 Degree Assessment measures 14 essential and scientifically proven leadership competencies:

- Self-Management
- Initiative
- Work-life Integration
- Humanness
- Change Tolerance
- Influence
- Strategic Communication
- Relationship Management
- Reliability
- Integrity
- Professional Intelligence
- Developing Others
- Decision Making & Problem Solving
- Managing Others



The Leadership RPM® 360 Degree Assessment includes a report, the Leadership RPM® 360 Degree Workbook, and one year of administrative support.

Sales RPM™ 360

The Sales RPM™ 360 Degree Assessment provides invaluable insight into the often unspoken qualities that can make or break a sale. The Sales RPM™ 360 Degree Assessment measures 13 essential and scientifically proven competencies associated with sales success:

- Self-Awareness
- Self-Management
- Strategic Communication
- Fundamental Communication
- Relationship Intelligence
- Influence
- Negotiation
- Networking
- Initiative
- Reliability
- Strategic Thinking
- Resilience
- Professionalism



The Sales RPM™ 360 Degree Assessment includes a report, the Sales RPM™ 360 Degree Workbook, and one year of administrative support.

Young Talent RPM® 360

The Young Talent RPM® 360 Degree Assessment assesses the strengths, capabilities and areas of development of your next generation of leaders. It measures 11 essential and scientifically proven competencies associated with sustainable success:

- Self-Awareness
- Self-Management
- Grit and Perseverance
- Strategic Communication
- Fundamental Communication
- Relationship Management
- Reliability
- Critical Thinking
- Professionalism
- Organizational Presence
- Organizational Awareness



The Young Talent RPM® 360 Degree Assessment includes a report, the Young Talent RPM® 360 Degree Workbook, and one year of administrative support.

Assessment

Other Assessments

Custom 360

To ensure your managing what matters most to your business, Equilibria will work with you to create a customized 360 Degree Assessment. We will help you identify the key leadership competencies and behaviors that are directly related to your organization's core values, mission and strategy.

- Competency Identification
- Behavior Identification
- Cost Effective Delivery
- Flexible Survey Development
- Performance Management Integration
- Easily Accessible Results



Targeting Your Needs

Leadership development and talent selection is hard enough - don't waste time and money on the wrong tools.

Additional Assessments

What is the missing piece of your puzzle?

Our industry-leading business psychologists will work with you to identify and deliver the battery of assessments that make the most sense for your selection and development needs.

- Work Styles
- Leadership Styles
- Emotional Intelligence
- Critical Thinking
- Selection Assessments
- Communication Styles
- Personality Styles
- Values Inventory



In addition to our library of assessments, we are certified in...

- TTI Success Insights
- Workplace Big 5
- Hogan Personality Assessment

Assessment

Line-of-Sight™

Yes No

Do your employees understand your company's strategy and what makes you different?

Yes No

Do your managers use strategy as a tool for decision-making and prioritizing?

Yes No

Are all functions aligned to create and deliver unique customer value?

Yes No

Is your leadership and employee engagement strategy working?

If you answered "Yes" to any of these questions...

...how confident are you?

...and how confident are you that everyone else in your organization would answer the same way?

Pinpoint these vulnerabilities in 9 minutes with Line-of-Sight™

The assessment tool featured in the
THE WALL STREET JOURNAL.

- ✓ It's quick, it's easy, and it's yours – for free.
- ✓ Go to our website to take your free assessment now.

www.equilibrialeadership.com

Founded by this lady



Nicole Lipkin
Psy.D., M.B.A.



Joined up by this guy



Brett Bell
Psy.D., M.A.



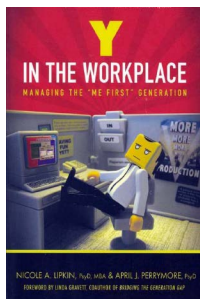
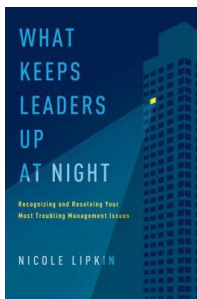
*Together we believe leadership development is human science.
Not rocket science!*

By bringing human nature back into business, Equilibria develops your leaders, your culture and your company. We provide consulting, training, development programs and coaching to help companies and individuals hone, develop and refine their leadership capabilities and potential from average to outstanding. And who doesn't want a little outstanding?

Check out the cool things we do and the fun people that work with us

www.equilibrialeadership.com

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best-selling books*



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