

Personality Assessments

Talent Development Services provides learning services around three popular assessment tools available on the market today, by administering and interpreting results of the following for individual staff/leaders and intact groups/teams:

The Hogan Assessment:

One of the most currently-popular assessments on the market today, due to its research-based validity and its unique measuring of career risk factors.

- Three separate reports:
 - Motives, Values & Preferences Inventory - internal Personality factors that describe core goals, drivers and interests and determine what we desire and strive to attain.
 - Hogan Personality Inventory - the "Light Side" of Personality; shows personality factors that we use every day in our normal state of being.
 - Hogan Development Survey - the "Dark Side" of Personality; shows interpersonal behaviors that emerge as career risk factors when a person is under stress or is not actively managing how he/she comes across.
- Important use – in development planning, for identifying one's strengths and development needs at a point in time.

The Kolbe Index:

Measures subconscious action instinct, called Conation, which predicts how you will take action on things that matter to you.

- Because it's very predictive of action, and very reliable over time (your profile does not change over the years) it is a good tool for use in hiring and staffing, along with identifying good-fit career roles.
- There are also specialized reports for the following purposes:
 - Comparing one's own action instincts to one's own job and to a supervisor's view of one's own job, for job-fit and coaching purposes.
 - Profiling the range of instincts on a team (Kolbe Team Synergy Report) in order to identify success strategies for working across differences
 - Identifying future career implications of one's action instincts.
 - Assessing the action instincts fit for candidates in hiring situations.

The Myers-Briggs Type Indicator, Step II:

The newer version of the classic MBTI, which was developed and released in 2001 (the original MBTI dates to the 1940's).

- In addition to the four basic scales measuring Personality Preferences (4-letter best-fit personality type), the Step II also identifies 5 facets underneath each basic preference, which serve two essential purposes:
 - Shows the diversity of behavior preferences under each overall preference, which better explains how each of us uses our overall preference and may show exceptions (out of preference facets) within those preferences.
 - Identifies behaviors on the opposite side of one's preferences that are important to relate to in other people, and which may be important to develop as "learned behaviors" to demonstrate in our own lives, so that we are more balanced in dealing with everyday situations.
- Important uses: self-validation, career planning & team development (relating to others with differences from our own preferences)
- There is also a valuable Team Report that profiles the collection of preferences within a team and then identifies team strengths and blind spots that could be a good future use within the team.

For more information,

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