Assessment Options

At Change Coaches, every coaching partnership starts with an assessment both so you can learn more about yourself and so that your coach can learn more about you. Under no circumstances do we use assessments in an evaluative way. Clients like the useful information they provide and so do we. They also provide us with a place to start. Below are the assessment options that we offer at Change Coaches:

Change Coaches LEAD Assessment™

The Change Coaches LEAD Assessment™ is a diagnostic tool built around measures that are fundamental in the workplace today — REAL Leadership, Psychological Safety, and belonging. We offer two options:

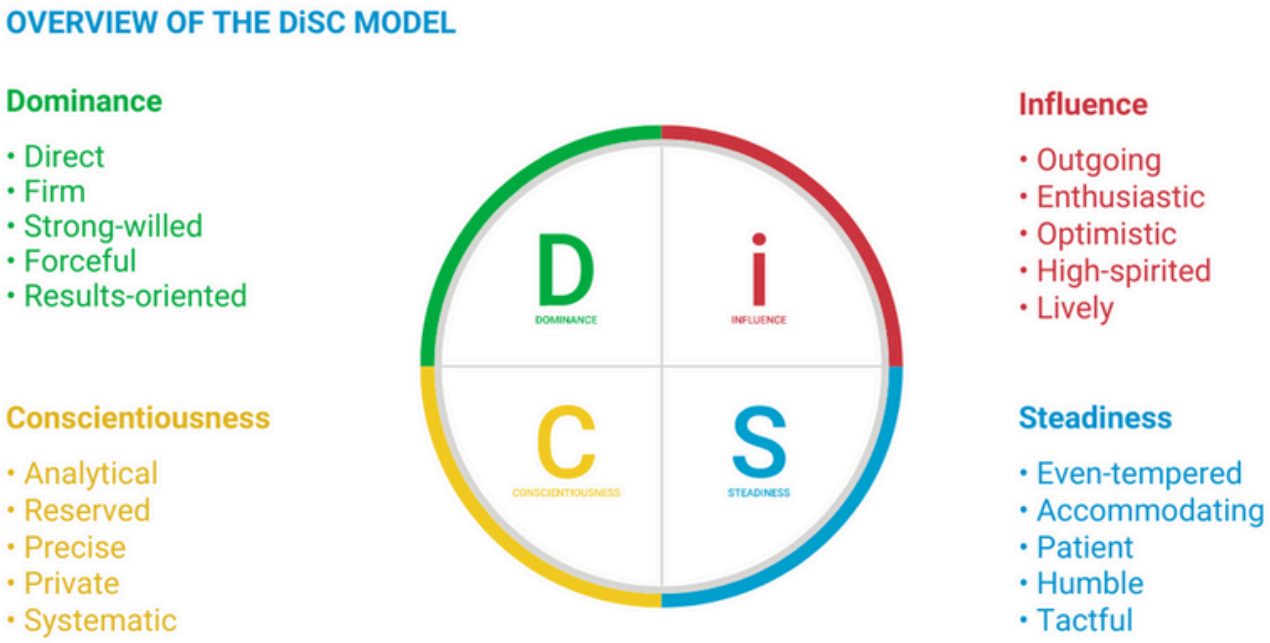
- LEAD is a 66-question leadership effectiveness self-assessment, with questions heavily based on the Leading Below the Surface REAL leadership approach (relatability, accountability, self-awareness, and equity) as well as the leader's perspective on psychological safety and belonging on the team.
- LEAD+ takes LEAD one step further by adding a 66-question team-based employee evaluation, giving leaders an opportunity to hear from their teams on some of the most important workplace environmental factors for employees today.

	LEAD	LEAD+
Includes self-assessment	✓	✓
Includes a 180 Team Assessment		✓
Includes accountability questions	✓	✓
Includes belonging and psychological safety measures	✓	✓
Includes 60-minutes of assessment coaching	✓	✓
Access to Resource Library	✓	✓

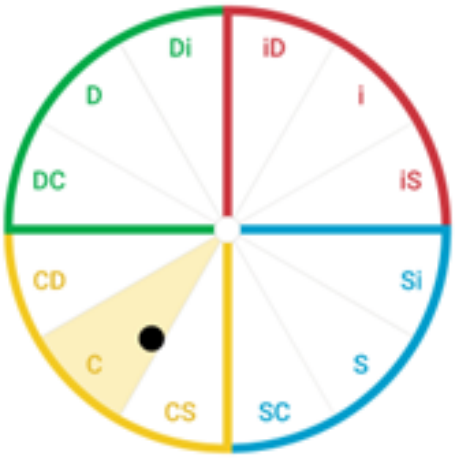
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Everything DiSC

The Everything DiSC® model provides a common language people can use to better understand themselves and those they interact with—and then use this knowledge to reduce conflict and improve working relationships. At Change Coaches, we also apply Everything DiSC data to important business processes including job search, business development, team development, leadership development, and more! This assessment is designed to work for individual contributors, managers, and senior leaders.



After taking the assessment, you will receive a full report explaining your outcome, and exactly what it means to you, as well as how you can use this information to relate to those with other styles.

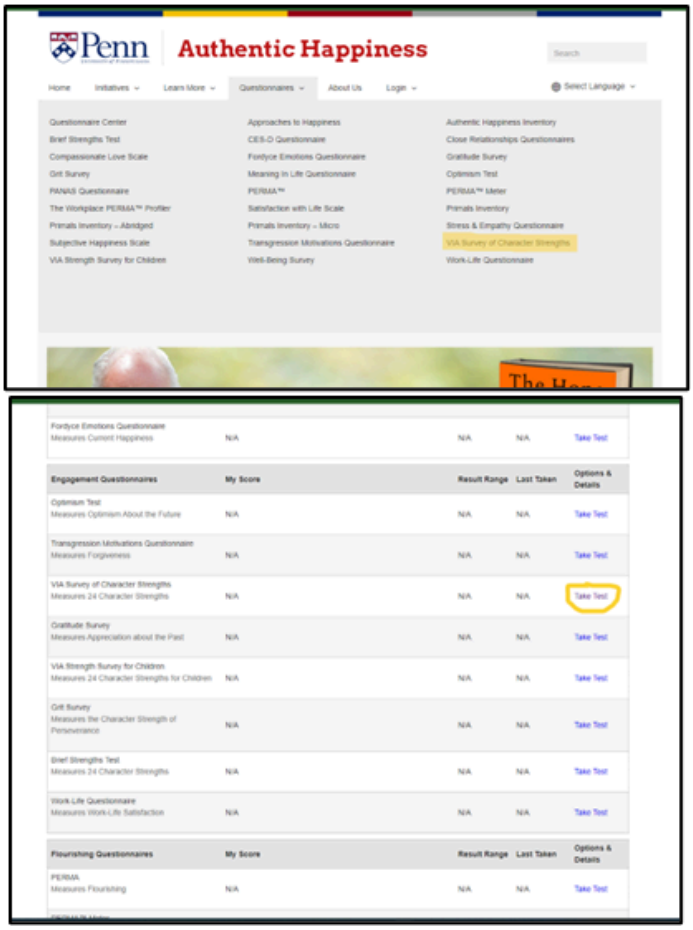


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VIA Survey of Character Strengths

The VIA Survey of Character Strengths is a free self-assessment that takes less than 15 minutes and provides a wealth of information to help you understand your best qualities. VIA Reports provide personalized, in-depth analysis of your free results, including actionable tips to apply your strengths to find greater well-being. At Change Coaches, we love VIA as the strengths identified aren't all "traditional business strengths." Our clients love this assessment as it helps them merge the personal with the professional.

- Go to authentichappiness.sas.upenn.edu.
- On the Questionnaire dropdown menu, choose VIA Survey of Character Strengths.
- Make an account.
- Click Take Test by VIA Survey of Character Strengths.
- After completing the questions, you will be shown a list of your top strengths. You will want to copy and paste or otherwise save the page.



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EQ-i

The Emotional Quotient Inventory (EQ-i) measures an individual's emotional intelligence. The overall result of well-developed emotional intelligence is healthy emotional and social functioning, which is linked to your well-being (and happiness). There are several facets that work together to produce an effective level of emotional and social functioning and well-being. The model starts with self-perception. Understanding yourself allows you to better express yourself. This leads to healthier interactions with others, which then leads to making good decisions. Making good decisions allows you to manage stress better, which leads to understanding your emotions better and so on. It is important to consider that the EQ-i2.0 model of emotional intelligence is dynamic and:

- Each facet relies on and influences the others.
- Each facet works together to create healthy emotional intelligence – none is more important than the other.
- The model is circular in nature, there is no start or end point. Collectively, the EQ-i2.0 model of emotional intelligence produces an overall snapshot of one's emotional intelligence.



Your EQ-i questionnaire will arrive in your email inbox from a company called MHS. Please follow the instructions to complete. Upon completion you will receive a PDF Leadership Report.

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Hogan 360

Measure Reputation, Measure Success

The Hogan 360° is a confidential and easy-to-administer questionnaire that compares a manager's self-evaluation on effectiveness, attitude, and behavior with their employees' honest reviews. Developed for managers who want to assess their achievement focus, strategy, emotional intelligence, and influence, this report compares to nearly 18,000 managerial scores in Hogan's global database. These scores can be further benchmarked against top quartile results in any industry or sector at any job level. With both soft and hard skills thoroughly evaluated, managers will gain deeper insight into their staffs' leadership expectations and will beable to prioritize specific areas for self-improvement.



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Change Coaches C-Suite Competency Questionnaire

A competency questionnaire based on the McKinsey Book CEO Excellence and Korn Ferry Leadership Competencies.

Level 1	Level 2	Level 3	Level 4	Level 5
Action Oriented	Balances Stakeholders	Attracts Top Talent	Courage	Builds Effective Teams
Customer Focus	Collaborates	Being Resilient	Develops Talent	Builds Networks
Drives Results	Communicates Effectively	Business Insight	Drives Vision and Purpose	Cultivates Innovation
Financial Acumen	Decision Quality	Demonstrates Self-Awareness	Interpersonal Savvy	Manages Ambiguity
Instills Trust	Directs Work	Drives Engagement	Organizational Savvy	Manages Conflict
Plans and Aligns	Ensures Accountability	Global Perspective	Persuades	Situational Adaptability
Tech Savvy	Resourcefulness	Manages Complexity	Values Differences	Strategic Mindset
		Nimble Learning		
		Optimizes Work Processes		
		Self-Development		

1	Set the direction for the company
2	Align everyone to the same goals
3	Mobilize the strategy through leaders
4	Engage the board of directors
5	Connect with shareholders
6	Manage their personal effectiveness

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