



RAE Development Assessment Services

MYERS BRIGGS TYPE INDICATOR® (MBTI)

This personality assessment measures your innate personality preferences in terms of how you derive energy, take in information, make decisions, and operate in the world. Your personality type has unique implications for how you communicate, deal with change, lead or manage others, solve problems, and how you interact with others who possess different personality types. Understanding your own personality type, as well as the personality types of others, helps you be more productive as a leader, manager, co-worker, and as a person. After taking the assessment, a debrief session will be held to discuss the output, which includes a detailed report and other related materials.

360° FEEDBACK

360° feedback, also known as "multi-rater feedback" is feedback that comes from all around an employee. Feedback is provided anonymously by direct reports, peers, and supervisors. It also includes a self-assessment and, in some cases, feedback from external sources such as customers and suppliers. We use a variety of off-the-shelf computerized 360° tools as well as create customized assessments. Coaching sessions are scheduled to review the report and assess how self perception differs from other rater groups' perceptions. The Coachee determines which competencies they will develop and creates a detailed, measureable action plan for each development competency. Action plans include developmental suggestions, on-the-job activities as well as relevant workshops. 360° feedback allows each individual to understand how his/her effectiveness as an employee, coworker, or staff member is viewed by others.

WORK ENGAGEMENT PROFILE

This tool helps people measure which intrinsic rewards (psychological rewards that fuel engagement by providing a positive emotional charge) motivates and provides insights that can directly affect the organization's bottom line because it addresses work engagement at the core level—the employee. The assessment measures four intrinsic rewards: meaningfulness, choice, competence, and progress. This 20-page booklet includes the self-scorable assessment, interpretative information on scores, actionable steps to increase the level of those rewards, and a development planning worksheet.

THE THOMAS-KILMANN CONFLICT MODE INSTRUMENT (TKI)

Conflict is often seen as negative, yet it can lead to great change and improvement. Learning when your conflict management style is appropriate and adding new styles to your abilities will give you the edge you've been missing. Most of us prefer one style; learning about other styles will increase your overall conflict resolution effectiveness.

THE STRENGTH DEPLOYMENT INVENTORY

The Strength Deployment Inventory (SDI) is the cornerstone tool of Relationship Awareness Theory. The SDI is a self-scoring motivational assessment tool. It measures an individual's Motivational Value System both when things are going well and when the person faces conflict or opposition. Whereas many other tools measure behavior, the SDI goes beyond behavior into the motivations and values that underlie those behaviors. The applications of the SDI are many, including building awareness of self and others, leadership development, team building, conflict management, and dispute resolution and mediation, to name a few.

