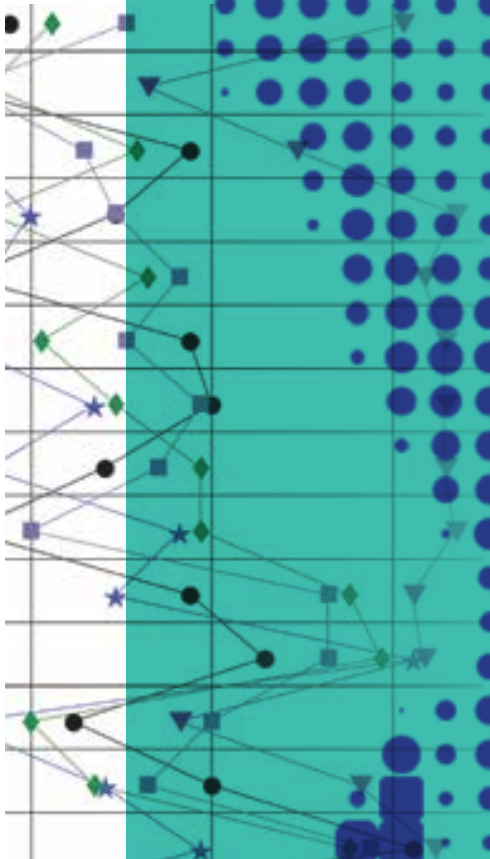


# Assessment Selection Guide

featuring **CCL Compass™**



# SEE BEYOND THE DATA





## Assessments *now with CCL Compass* provide:

### **Convenience**

*On-demand answers to your leadership development questions*

### **Clarity**

*Streamlined goal-planning with precision and simplicity*

### **Effectiveness**

*Improved motivation and better outcomes for leaders and executive coaches*

### **Accountability**

*Plan visibility and progress-tracking to share with coaches and others*

# All data is *not* created equal. Demand More from Your Assessments.

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**Since pioneering the use of assessments and feedback in leadership development,** CCL has become the world leader in providing assessments that produce valid, reliable, and actionable results. Supported by more than 40 years of research, our assessments are the choice of industry-leading organizations because they provide:

- Superior-quality normative data from one of the world's largest leadership assessment databases
- Numerous customization options for maximum flexibility and ease of use
- Decades of world-renowned and constantly-updated CCL assessment research
- Availability in multiple languages
- Strict confidentiality for more accurate feedback

## Leadership Assessments *now with CCL Compass\** Insights are only as useful as what people do with them.

**CCL now helps transform personal data into actionable plans** easily and without delay. No more information overload as you try to determine next steps. With **COMPASS**—our newest and most comprehensive online tool that analyzes, interprets, and presents assessment data in a concise and understandable way—leaders can transition immediately from reviewing insights to making positive changes in the areas most relevant to them. CCL is bringing assessments to life so they can mean something real and then do something useful.

## ASSESSMENTS POWERED BY CCL COMPASS™

 <b>Benchmarks® for Executives™</b> Developing Top-Level Leaders  <a href="http://www.ccl.org/benchmarksforexecutives">www.ccl.org/benchmarksforexecutives</a>	 <b>Benchmarks® for Managers™</b> Assessing the Lessons of Experience  <a href="http://www.ccl.org/benchmarksformanagers">www.ccl.org/benchmarksformanagers</a>	 <b>Benchmarks® for Learning Agility™</b> Discovering the Ability to Learn from Experience  <a href="http://www.ccl.org/benchmarksforlearningagility">www.ccl.org/benchmarksforlearningagility</a>
<ul style="list-style-type: none"> <li>• 92 items</li> <li>• Group Profiles available</li> </ul> <p><b>Certification is required</b></p> <p><i>Available in US English, Dutch, French, German, Latin American Spanish, Spanish, and UK English.</i></p>	<ul style="list-style-type: none"> <li>• 130 items</li> <li>• Group Profiles available</li> </ul> <p><b>Certification is required</b></p> <p><i>Available in US English, Dutch, French, German, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.</i></p>	<ul style="list-style-type: none"> <li>• 48 items</li> <li>• Group Profiles available</li> </ul> <p><b>Certification is required</b></p> <p><i>Available in US English.</i></p>
<p>C-suite and other top-level executives</p>	<p>Middle- to senior-level managers and executives with at least three years of managerial experience</p>	<p>High-potentials, individual contributors, and managers with global responsibilities</p>
<p>Leadership behaviors needed for effectiveness at the top levels of an organization</p>	<p>Leadership behaviors critical for success and potential flaws that can derail a career</p>	<p>Ability to learn from experience and the willingness to take advantage of growth opportunities</p>

# FIND WHAT'S HIDDEN

*CCL Assessments reveal complex leadership issues—personal strengths and weaknesses that are easy to miss or misunderstand.*



 <p><b>Benchmarks® by Design™</b></p> <p>Tailoring Your Assessment and Feedback Process</p> <p><a href="http://www.ccl.org/benchmarksbydesign">www.ccl.org/benchmarksbydesign</a></p>	 <p><b>Skillscope®</b></p> <p>Assessing Core Skills for Success</p> <p><a href="http://www.ccl.org/skillscope">www.ccl.org/skillscope</a></p>
<ul style="list-style-type: none"> <li>• Pricing based on level of customization to your leadership competencies</li> <li>• Set-up fees begin at \$2,000 • Group Profiles available</li> </ul> <p><b>Certification is required</b></p> <p><i>Available in US English, Brazilian Portuguese, Dutch, French, German, Italian, Japanese, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.</i></p>	<ul style="list-style-type: none"> <li>• 98 items</li> <li>• Group Profiles available</li> <li>• <b>Facilitator Qualification</b></li> </ul> <p><i>Available in US English, Brazilian Portuguese, Dutch, French, German, Italian, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.</i></p>
<p>Any level of manager or executive</p>	<p>Supervisors and managers; can be used with individual contributors</p>
<p>Choose from CCL's library of over 90 competencies and derailment factors</p>	<p>Job-related competencies essential for success</p>

 Assessment includes Compass

The Benchmarks® and Skillscope® Suite of Assessments are based on research conducted with top level international executive and successful global managers, feature 11 to 16 competencies, and take between 10-35 minutes to complete depending on assessment. Contact CCL or visit [ccl.org/assessments](http://ccl.org/assessments) for details.

## The 360 Assessment Process

Your organization is ready to strengthen leadership competencies at all management levels with an array of relevant and research-based assessments. Sapphire's facilitators provide interpretation to assure maximum clarity and impact, setting the stage for an ongoing goal-oriented development process.

- Define Your Organization's Objectives
- Select and Position Your Assessment
- Administer and Interpret Data
- Develop a Plan

## SELF ASSESSMENTS | TEAM AND ORGANIZATIONAL ASSESSMENTS

	<b>WorkLife Indicator™</b> Increasing Effectiveness On and Off the Job  <a href="http://www.ccl.org/wli">www.ccl.org/wli</a>	<b>KEYS® to Creativity and Innovation</b> Assessing Organization Climate  <a href="http://www.ccl.org/keys">www.ccl.org/keys</a>	<b>Leadership Gap Indicator™</b> Identifying the Gaps in Leadership Strength and Development Needs  <a href="http://www.ccl.org/lgi">www.ccl.org/lgi</a>
	<ul style="list-style-type: none"> <li>• 22 items</li> <li>• Provides the information and tools individuals need to move forward toward a more productive and sustainable way of managing boundaries between work and family</li> <li>• \$30 per participant* – Group Profiles, \$100 each</li> <li>• No certification is required</li> </ul> <p><b>Facilitators receive access to support materials including:</b></p> <ul style="list-style-type: none"> <li>• Facilitators Guide</li> <li>• Debrief Slideshow Template</li> <li>• Technical Manual</li> </ul> <p><i>Available in US English.</i></p>	<ul style="list-style-type: none"> <li>• 78 items</li> <li>• Base Project with one survey cycle begins at \$2,000 which includes:                             <ul style="list-style-type: none"> <li>- 100 invitations*</li> <li>- User's Guide</li> <li>- Overall report, plus two comparison reports</li> <li>- Debrief presentation template</li> </ul> </li> <li>• <b>Facilitator Qualification form is required</b></li> </ul> <p><i>Available in US English.</i></p>	<ul style="list-style-type: none"> <li>• Standard leadership model or configure the model</li> <li>• Base Project with one survey cycle begins at \$1,250 which includes:                             <ul style="list-style-type: none"> <li>- 50 invitations*</li> <li>- User's Guide</li> <li>- Overall report, plus two optional reports</li> <li>- Debrief presentation template</li> </ul> </li> </ul> <p><i>Available in US English and French.</i></p>
<b>Audience</b>	Any level	Work groups, divisions and organizations	Organizations
<b>Assesses</b>	<ul style="list-style-type: none"> <li>• Behaviors - Combines or separates work and family</li> <li>• Identity - Identifies with and invests in work and family roles</li> <li>• Control - Feels in control of managing boundaries between work and family</li> </ul>	Individuals assess the climate for creativity and innovation that exists in a work group, division or organization	Individuals assess the importance of the organization's leadership competencies now and in the future, along with the ability of their peer group to perform them

CCL's Self and Team and Organizational Assessments provide insight into important aspects of leadership and the work environment that impact workgroup performance. Assessments take 10-20 minutes to complete. Special features include online administration and report delivery, industry norms and benchmarks, and customized tips for improving overall effectiveness.





**SEE THE  
TRANSFORMATION**

*Assessments should stimulate,  
not stall out. With CCL Compass,  
leaders can instantly turn data into  
personally relevant action plans.  
Our insights incite change.*



## CCL Assessments *featuring* Compass

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To learn more about these products  
and customized options, call:

Jim Kimberly, President  
Sapphire Consulting, LLC  
(603) 889-1099

[jim@consultsapphire.com](mailto:jim@consultsapphire.com)  
[www.consultsapphire.com](http://www.consultsapphire.com)

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