

With an exclusive library of over 90 competencies and derailment factors to choose from, **Benchmarks[®] by Design[™]** is a 360-degree assessment that can be customized to the precise needs of your organization. When paired with **CCL Compass[™]** — a cutting-edge online tool that brings data to life — feedback reports that are confidentially discussed with a facilitator are also transformed instantly into action plans for leaders of any level.

The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable, and actionable results.

Results

- Provides feedback on CCL's research-grounded competencies and derailment factors that you select from our content library
- Provides normative comparisons of results with other successful managers
- Starts the process of feedback-based individual development
- Continues the development process with CCL Compass by setting goals and creating actionable plans

How to Use Benchmarks by Design

- For individual assessment, coaching, and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program
- To provide valid and reliable feedback reflecting the leadership competency model already in place for your organization

What Benchmarks by Design Measures

Benchmarks by Design can be tailored to measure the behaviors you select from the comprehensive Benchmarks by Design Library of Competencies and Derailment Factors. The competencies are grouped in the clusters listed below.

Leading Others	Leading the Organization	Leading Yourself
<ul style="list-style-type: none"> • Communication • Conflict • Diversity • Employee development • Global perspective • Motivation • Relationships • Work groups 	<ul style="list-style-type: none"> • Business acumen • Change • Courage • Decision-making • Influence • Innovation • Occupational skills • Problem-solving • Project management • System thinking • Vision and strategy 	<ul style="list-style-type: none"> • Adaptability • Composure • Image • Initiative • Integrity • Learning capacity • Self-awareness • Self-management

Special Features

- Includes **CCL Compass™**, a digital tool that gathers all assessment data, interprets it, and recommends what to do next
- Provides normative comparison of results with other successful managers
- Includes a written comments section
- The following components may be customized at set-up for an additional fee:
 - Email communications to survey participants and raters
 - Additional custom survey items
 - Rater categories
- Group Profiles available

Includes

- All surveys
- Online status for administrators and participants
- Scoring of assessment

Facilitator Certification

Because Benchmarks by Design is a sophisticated assessment tool and effective facilitation is critical to its successful use, CCL requires that it be administered only by certified professionals.

Jim Kimberly of Sapphire Consulting has been certified since 2010 and helps organizations find the right assessment tool based upon their leadership development needs.

Effective for the Global Workplace

Benchmarks by Design is available in the following languages:

- Arabic
- Dutch
- French
- German
- Italian
- Japanese
- Polish
- Russian
- Simplified Chinese
- Spanish
- Spanish-Latin American
- UK English
- U.S. English

Customized Services

To support and strengthen the impact of your Benchmarks by Design initiative, we offer a range of services, including:

- Project planning and design
- Orientation briefing
- Competency mapping
- Feedback facilitation workshop
- Development planning workshop
- Group profile analysis
- Evaluation services

Product Support

If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data, or development planning, Sapphire Consulting and CCL have the resources to assure that your assessment initiative will be effective and efficient.

How to Order

Please contact Jim Kimberly, President
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