

Assessment Selection Guide

featuring **CCL Compass™**



Center for
Creative
Leadership®

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.




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™

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

FIND WHAT'S HIDDEN

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

Benchmarks® by Design™

Tailoring Your Assessment and Feedback Process

www.ccl.org/benchmarksbydesign

Skillscope®

Assessing Core Skills for Success

www.ccl.org/skillscope

- Pricing based on level of customization
- Set-up fees begin at \$2,000
- \$380 per participant*
- Group Profiles, \$300 each
- **Certification is required**

Available in US English, Brazillian Portuguese, Dutch, French, German, Italian, Japanese, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.

- 98 items
- \$210 per participant*
- Group Profiles, \$195 each
- **Facilitator Qualification form is required**

Available in US English, Brazillian Portuguese, Dutch, French, German, Italian, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.

Any level of manager or executive

Supervisors and managers; can be used with individual contributors

Choose from CCL's library of over 90 competencies and derailment factors

Job-related competencies essential for success

 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 for details.

The 360 Assessment Process

After your personnel is certified by CCL to administer and facilitate 360s, your organization will be ready to strengthen leadership competencies at all management levels with an array of relevant and research-based assessments. CCL can train feedback facilitators within your group or provide interpretation experts 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

WorkLife Indicator™

Increasing Effectiveness
On and Off the Job

www.ccl.org/wli

KEYS® to Creativity and Innovation

Assessing Organization Climate

www.ccl.org/keys

Leadership Gap Indicator™

Identifying the Gaps in
Leadership Strength and
Development Needs

www.ccl.org/lgi

- 22 items
- Provides the information and tools individuals need to move forward toward a more productive and sustainable way of managing boundaries between work and family
- \$30 per participant* – Group Profiles, \$100 each
- No certification is required

Facilitators receive access to support materials including:

- Facilitators Guide
- Debrief Slideshow Template
- Technical Manual

Available in US English.

- 78 items
- Base Project with one survey cycle begins at \$2,000 which includes:
 - 100 invitations*
 - User's Guide
 - Overall report, plus two comparison reports
 - Debrief presentation template
- **Facilitator Qualification form is required**

Available in US English.

- Standard leadership model or configure the model
- Base Project with one survey cycle begins at \$1,250 which includes:
 - 50 invitations*
 - User's Guide
 - Overall report, plus two optional reports
 - Debrief presentation template

Available in US English and French.

Audience

Any level

Work groups, divisions and organizations

Organizations

Assesses

- Behaviors - Combines or separates work and family
- Identity - Identifies with and invests in work and family roles
- Control - Feels in control of managing boundaries between work and family

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. Contact CCL or visit ccl.org/assessments for details.



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

To speak with someone immediately, register by phone, or learn more about customized options, call us:

CCL - Americas

www.ccl.org
+1 800 780 1031 (U.S. or Canada)
+1 336 545 2810 (Worldwide)
info@ccl.org

CCL - Asia Pacific

www.ccl.org/apac
+65 6854 6000
ccl.apac@ccl.org

CCL - Europe, Middle East, Africa

www.ccl.org/emea
+32 (0) 2 679 09 10
ccl.emea@ccl.org

CCL's Learning Products Group

Whether you facilitate the process yourself or engage with our customized services, CCL assessments and online resources are flexible, user-friendly, and supported by CCL's knowledgeable and accessible product specialists. If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data or development planning, CCL has the resources to assure that your assessment initiative will be effective and efficient. To learn more about how CCL can support you through the entire process, email info@ccl.org or call +1 800 780 1031.

Center for Creative Leadership®, CCL, its logo, Benchmarks® for Executives™, Benchmarks® for Learning Agility™, Benchmarks® for Managers™, Benchmarks® by Design™, Skillscope®, WorkLife Indicator™, KEYS® and Leadership Gap Indicator™ are registered trademarks owned by the Center for Creative Leadership. ©2018 Center for Creative Leadership. All rights reserved.