

Solutions	Description
Executive Team Assessment	<p>Provides an objective evaluation of the strengths and gaps of the team at the top. This assessment involves individual interviews with each member of the team, administration of a 360 evaluation for each member of the team and integration of the results of the interviews and assessment. Focus is on the current status of the team as well as on future needs. This is a valuable diagnostic tool as well as a crucial baseline in the beginning of a consulting relationship. We typically start a new client engagement with this activity. A two hour feedback session is conducted with the team leader and then to the team. This assessment is often utilized to guide planning about subsequent team and individual development.</p>
Executive Leadership Assessment	<p>This 1.5 day assessment is designed for high-level executives. It involves a comprehensive interview which focuses on education, work history, background, self-perceptions, competencies, and goals. Standardized tests, tests of cognitive processing and personality inventories are also used to provide normative data. An in-box exercise and a structured role-play are included as appropriate. The executive being assessed is provided comprehensive information regarding his or her cognitive processing style, approach to conflict, use of power, interpersonal strengths, personality characteristics and suggestions for professional development. The feedback is presented in an in-depth face-to-face session.</p> <p>Add an on-line 360 evaluation to also get a clear picture of how superiors, peers and direct reports perceive the leadership skills and performance of the executive</p> <p>The most comprehensive 360 evaluations include interviews conducted by a skilled consultant. Conducting such interviews requires significant time, thereby increasing the cost. However, an interview process ensures a high rate of participation; provides an opportunity to identify factions or underlying agendas in the person or groups providing feedback, and the opportunity to explore perceptions and probe concerns. Cost for this service varies by the number of people interviewed.</p>
Leadership Assessment	<p>This one day assessment is designed for managers and executives. It involves a comprehensive interview which focuses on education, work history, background, self-perceptions, competencies, and goals. Standardized tests, tests of cognitive processing and personality inventories are also used to provide normative data. The executive being assessed is provided comprehensive information regarding his or her cognitive processing style, approach to conflict, use of power, interpersonal strengths, personality characteristics and suggestions for professional development. The feedback is presented in a two hour face-to-face session.</p> <p>Add an online 360 evaluation to also get a clear picture of how superiors, peers and direct reports perceive the leadership skills and performance of the executive.</p>
Coaching Intake Assessment	<p>Jensen Consulting uses this assessment as a powerful way to fast-track coaching. It involves a leadership style interview, two or three standardized tests of leadership style and/or cognitive processing. The feedback is presented to the coach and the coaching client jointly.</p>
Selection Assessment for Leaders	<p>This leadership assessment is designed to assist your hiring process by providing feedback regarding the leadership characteristics and style of your candidates. The process involves a meeting with the hiring department to identify the leadership needs in the job, an in-depth leadership assessment interview, cognitive processing and ability testing, and a role-play. The deliverable is a written report and a summary meeting with the hiring team.</p>
Executives at Professional Risk	<p>This customized assessment is designed for valued executives whose effectiveness is in question and a lack of change will result in career stagnation or job elimination. This may be caused by a change in their personal life, a modification of the demands of their role, or they have been positioned in a new role that challenges their abilities. Jensen Consulting collaborates with the executive and his/her superior(s) to assist the individual to understand the impact of behavior, the changes that are needed, and the time-frames for implementing change.</p>

Career Assessment	Career assessments build better self-understanding of values, competencies, and work/environment fit. This allows the executive to identify the right professional development opportunities, career choices. Career assessments can also assist with creating your perfect personal brand that you easily communicate to others. This assessment concludes with a two hour feedback session.
360 Evaluation	<p>A carefully planned and executed 360-degree evaluation provides an opportunity for the executive to learn in a systematic way how peers, direct-reports, and managers perceive her/his leadership. Poorly planned and executed processes have the potential to do harm to working relationships and the position of the leader; 360s should never be done when the major purpose is to confirm concerns about performance.</p> <p>Many on-line tools are available to gather 360 feedback. Typically this process involves meeting with the executive and his/her manager to identify the goals of the process and who is involved. Invitations for the 360 are sent electronically and we collate the results. After the results are in, a two hour feedback meeting is conducted with the executive to review his/her results.</p> <p>The most comprehensive 360 evaluations include interviews conducted by a skilled consultant. Conducting such interviews requires significant time, thereby increasing the cost. However, an interview process ensures a high rate of participation; provides an opportunity to identify factions or underlying agendas in the person or groups providing feedback, and the opportunity to explore perceptions and probe concerns.</p>
Executive Spousal Assessment and Coaching	This 1.5 day assessment and coaching process is designed for the top executive and his or her spouse. Research on executive performance indicates that a strong spousal relationship is related to perceived competence. Yet, long hours, extended travel, dual careers, and isolation can all contribute to relationship stress, which can have a marked impact on the executive at work. This assessment involves individual interviews with each person, administration of measures of relationship function, personality inventories, a three hour processing session, and one follow-up four weeks later. This process results in identification of issues and patterns between the couple along with a profile of their strengths and weaknesses. If marriage counseling is required, referrals are made to meet that need separate from the spousal coaching.
Team Effectiveness Sessions	Most of our personality or leadership tests can be utilized in a group training session. These sessions combine 'team-level' and 'individual level' analyses in a team setting and provide all the information each person needs about how their individual preferences relate to their team's culture. These sessions assist teams to learn to leverage their style strengths and differences to become more effective as a team.

Test	Description	Use
 California Psychological Inventory™ (CPI 260™)	In-depth assessment of leadership style and achievement orientation and objectively describes individuals the way others see them.	A powerful tool used to find and develop successful employees and developing leaders. Allows comparison to successful manager profiles
 Myers Briggs Type Indicator® (MBTI)®	The most widely used personality inventory in the world; determines preferences on four aspects of personality	Explains work style, preferences for types of work, interpersonal interactions and communication styles, decision making and information gathering approaches
 Fundamental Interpersonal Relations Orientation – Behavior(FIRO-B)™	Assesses personality dynamics, individual approaches to inclusion, power/control, and affection and ways that these affect interpersonal relationships in the workplace	Useful for screening for personnel selection, predicting leadership potential, and highlighting development needs.
 Strong Interest Inventory® (SII) and Skills Confidence Inventory (SCI)	Used for career exploration; provides job change information; useful in career development	Assesses interest and ability in careers involving management, decision making, leadership.
 Thomas-Kilmann (TKI) Conflict Mode Instrument	Measures preferences for competing, collaborating, compromising, avoiding, and accommodation in conflict situations	Provides information on leadership and interpersonal strengths in conflict situations, and points to developmental needs
 Employee Aptitude Survey (EAS)	Highly predictive and job specific battery of mental ability measures. Timed (speed) tests of mental skills in 4 areas: vocabulary, math, numerical and verbal reasoning.	Provides mental ability comparison to national samples of managers, executives, and other business professionals
 Watson Glaser Critical Thinking Appraisal	Highly predictive and job-specific battery of mental ability measures. Un-timed (power) tests of Inferences, Recognition of Assumptions, Deduction Interpretation Evaluation of Arguments	Provides mental ability comparison to national samples of managers, executives, and other business professions
 Benchmarks 360	The Center for Creative Leadership's Benchmarks 360 Degree Feedback Survey for individuals and companies. The Benchmarks 360 Degree Feedback Survey is the most widely used, statistically validated, most comprehensive 360 on the global market.	Provides excellent feedback on 16 established leadership competencies developed by the Institute.
 Emotional Quotient	The application of Emotional Intelligence to organizational initiatives like leadership development, team building, succession planning, organizational effectiveness and performance management.	Focus on emotional and social skills that are consistent with job performance metrics.

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