ORGANIZATIONAL ASSESSMENTS

Compiled by

Community At Work

Colleagues & Staff

October 2018

For information about Community At Work learning programs,
contact Alexandra Zimbicki: zim@CommunityAtWork.com

TABLE OF CONTENTS

TABLE OF CONTENTS

TABLE OF CONTENTS

360-DEGREE FEEDBACK
(BENCHMARKS FOR LEARNING AGILITY)
CENTER FOR CREATIVE LEADERSHIP

— $305 / INDIVIDUAL. QUANTITY DISCOUNTS AVAILABLE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 48 questions.

HOW ANSWERS ARE CATEGORIZED
Eleven competencies:
- Seeks opportunities to learn.
- Seeks and uses feedback.
- Learns from mistakes.
- Open to criticism.
- Committed to making a difference.
- Insightful: sees things from new angles.
- Has the courage to take risks.
- Brings out the best in people.
- Acts with integrity.
- Seeks broad business knowledge.
- Adapts to cultural differences.

RELEVANT PUBLICATION
The Art and Science of 360 Degree Feedback, 2nd Edition. Richard Lepsinger and Anntoinette D. Lucia. Pfeiffer: 2009.

WEBSITE https://www.ccl.org/lead-it-yourself-solutions/benchmarks-360-assessment-suite/benchmarks-learning-agility/

AGILE MATURITY SELF-ASSESSMENT
ROBBIE MACIVER AND BRYAN CAMPBELL

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with six questions.

HOW ANSWERS ARE CATEGORIZED
The provider and/or responders define themes based on responses.

RELEVANT PUBLICATION
Accelerating Enterprise Agile Adoption. Robbie Maciver and Bryan Campbell. Agile 2011 Conference, Houston Tech Fest and the Agile Alliance Summit. (This is a downloadable power-point presentation.)

WEBSITE   http://www.robbiemaciver.com/documents/presentations/A2010-Agile%20Maturity%20Self-Assessment.pdf

BOARD SELF-ASSESSMENT: ASSESS TO ADVANCE
BOARDSOURCE

— $549–$749 FOR MEMBERS. $975 NON-MEMBERS —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire, with unknown number of questions.

HOW ANSWERS ARE CATEGORIZED
Four areas of responsibility:
- The people.
- The culture.
- The work.
- The impact.

WEBSITE   https://boardsource.org/board-support/assessing-performance/board-self-assessment/

BUILDING FUTURE LEADERS DIAGNOSTIC SURVEY
THE BRIDGESPAN GROUP

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 21 questions.

HOW ANSWERS ARE CATEGORIZED
Five core processes of leadership development and succession planning:
- How engaged are current leaders?
- How well are future needs understood?
- How effectively are leaders developed?
- How well are leaders hired externally?
- How well are practices measured and improved?

RELEVANT PUBLICATION
Bridgespan's Nonprofit Leadership Development Toolkit. Bridgespan Group.

WEBSITE https://www.bridgespan.org/insights/library/leadership-development/building-future-leaders-diagnostic-survey

CIDA ORGANIZATION ASSESSMENT GUIDE
CANADIAN INTERNATIONAL DEVELOPMENT AGENCY

— FREE OF CHARGE —

SUMMARY OF THIS GUIDE
"Presents a framework for conducting organizational assessments and guidelines for shaping execution. A process is defined that provides a systematic approach to planning and design, implementation, reporting and taking action."

WEBSITE http://documents.reflectlearn.org/Offline%20Docs%20for%20Your%20Introductory%20Guide%20to%20OA/OA%20Guide-E.pdf

COLLECTIVE IMPACT SELF-ASSESSMENT & PLANNING TOOL
TAMARACK INSTITUTE
— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED

Multiple-choice questionnaire, with 80 questions.

HOW ANSWERS ARE CATEGORIZED

Four core "components of a success" across five phases of evolution.

RELEVANT PUBLICATION: "Collective Impact." John Kania & Mark Kramer. Stanford Social Innovation Review, Winter 2011.

WEBSITE https://cdn2.hubspot.net/hubfs/316071/Resources/Tools/CI_FIVE_Phases_-_Self_Assessment_Tool.pdf

COMMUNITY ASSESSMENT TOOLS
ROTARY INTERNATIONAL
— FREE OF CHARGE —

SUMMARY OF THIS GUIDE

Provides six different methods for conducting community assessments.

WEBSITE https://my.rotary.org/en/document/community-assessment-tools

CORE CAPACITY ASSESSMENT TOOL
TCC GROUP
— $350 PER ORGANIZATION. QUANTITY DISCOUNTS —

HOW QUESTIONS ARE ASKED

Multiple-choice questionnaire, with unknown number of questions.

HOW ANSWERS ARE CATEGORIZED

Five core capacities:

- Adaptive.
- Leadership.
- Management.
- Technical.
- Organizational culture.

WEBSITE https://www.tccccat.com/hc/en-us

DiSC PROFILE
JOHN WILEY & SONS, INC.

— $64.50 / INDIVIDUAL —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 80 questions.

HOW ANSWERS ARE CATEGORIZED
Four reference points:
- Dominance
- Influence
- Steadiness
- Conscientiousness

RELEVANT PUBLICATION
The 8 Dimensions of Leadership: DiSC Strategies for Becoming a Better Leader, Jeffrey Sugerman, Mark Scullard, Emma Wilhelm, Berrett-Koehler: 2011.

WEBSITE https://www.discprofile.com/what-is-disc/overview/

ENHANCING ORGANIZATIONAL PERFORMANCE:
A TOOLBOX FOR SELF-ASSESSMENT
INTERNATIONAL DEVELOPMENT RESEARCH CENTRE (CANADA)

— FREE OF CHARGE —

SUMMARY OF THIS GUIDE
This is a 144-page guidebook that "presents an innovative and thoroughly tested model for organizational self-assessment. Integrates techniques of formative assessment, in which the assessment team becomes involved in helping its organization become more effective in meeting its goals."

WEBSITE https://www.idrc.ca/en/book/enhancing-organizational-performance-toolbox-self-assessment?publicationid=371

FIRO-B
WILLIAM SCHUTZ, THE HUMAN ELEMENT

— $49.95 / INDIVIDUAL. $2,500 (OR MORE) FOR TEAM PROGRAMS —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 108 questions.

HOW ANSWERS ARE CATEGORIZED
Three interpersonal needs:

- Inclusion.
- Control
- Affection.

RELEVANT PUBLICATION
The Interpersonal Underworld. W. Schutz. Science & Behavior Books: 1966

WEBSITE   https://www.cpp.com/en-US/Products-and-Services/FIRO

FOR-PROFIT ORGANIZATIONAL ASSESSMENT
AUTHENTICITY CONSULTING, INC.

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 105 questions.

HOW ANSWERS ARE CATEGORIZED

- Governance.
- Human resources.
- Legal.
- Strategic planning.
- Market research.
- Customer service.
- Advertising.
- Public relations.
- Financial management.

WEBSITE   http://www.surveymonkey.com/s.asp?u=88982454855/

FORRESTER / DREXLER TEAM PERFORMANCE INDICATOR
THE GROVE CONSULTANTS INTERNATIONAL
— $28: PREVIEW PACK. $175: STANDARD (7 FORMS, 7 GUIDES) —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 21 questions.

HOW ANSWERS ARE CATEGORIZED
Seven stages of team performance:

- Orientation.
- Trust building.
- Goal clarification.
- Commitment.
- Implementation.
- High performance.
- Renewal.

RELEVANT PUBLICATION
Visual Teams: Graphic Tools for Commitment, Innovation, and High Performance. David Sibbet. Wiley: 2011.

WEBSITE   http://grovetools-inc.com/collections/team-improvement/products/team-performance-indicator

GOOD TO GREAT DIAGNOSTIC TOOL
JIM COLLINS
— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 102 questions.

HOW ANSWERS ARE CATEGORIZED
Four stages of building a great organization:

- Disciplined people.
- Disciplined thought.
- Disciplined action.
- Building greatness to last.

RELEVANT PUBLICATION   *Good To Great: Why Some Companies Make The Leap And Others Don't*. Jim Collins. HarperBusiness: 2001.

WEBSITE   http://www.jimcollins.com/tools/diagnostic-tool.pdf

iCAT FOR NONPROFIT ASSESSMENT
ALGORHYTHM IO, INC.
— FREE TRIAL FOR ONE NONPROFIT ORGANIZATION —

HOW QUESTIONS ARE ASKED

Multiple-choice questionnaire, with unknown number of questions.

HOW ANSWERS ARE CATEGORIZED

Six organizational capacities:
- Resource generating.
- Leading.
- Learning.
- Managing.
- Overseeing.
- Planning.

WEBSITE   https://algorhythm.io/icat/

IEQ9 ENNEAGRAM TEST AND PROFESSIONAL REPORTS
INTEGRATIVE ENNEAGRAM SOLUTIONS
— $23: MINI $60: STANDARD $120: PROFESSIONAL —

HOW QUESTIONS ARE ASKED

Multiple-choice questionnaire with unknown number of questions.

HOW ANSWERS ARE CATEGORIZED

Nine Enneagram types:
- Strict perfectionist.
- Considerate helper.
- Competitive achiever.
- Intense creative.
- Quiet specialist.
- Loyal skeptic.
- Enthusiastic visionary.
- Active controller.
- Adaptive peacemaker.

RELEVANT PUBLICATION   *The Enneagram: Understanding Yourself And The Others In Your Life.* Helen Palmer, Harper And Row: 1988.

WEBSITE   https://www.integrative9.com/

INTERCULTURAL CONFLICT STYLE INVENTORY
ICS INVENTORY, LLC
— $22: STANDARD. $16: EDUCATION. QUANTITY DISCOUNTS —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 18 questions.

HOW ANSWERS ARE CATEGORIZED
Four approaches to communication and conflict resolution:
- Discussion.
- Engagement.
- Accommodation.
- Dynamic.

RELEVANT PUBLICATION *Contemporary Leadership and Intercultural Competence.* Chapter 17, M. A. Moodian ed. Sage, 2009.

WEBSITE   https://icsinventory.com/

KEYS TO CREATIVITY AND INNOVATION
CENTER FOR CREATIVE LEADERSHIP
— $2,000 BASE PROJECT PRICE, UP TO 100 INVITATIONS —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 78 questions.

HOW ANSWERS ARE CATEGORIZED
Ten dimensions of work environment:
- Freedom.
- Challenging work.
- Managerial encouragement.
- Work group supports.
- Organizational encouragement.
- Lack of organizational impediments.
- Sufficient resources.
- Realistic workload pressures.
- Creativity.
- Productivity.

WEBSITE http://www.ccl.org/leadership/assessments/keysoverview.aspx

MANAGEMENT & ORGANIZATIONAL SUSTAINABILITY TOOL
MANAGEMENT SCIENCES FOR HEALTH

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 19 questions.
Supporting evidence requested.

HOW ANSWERS ARE CATEGORIZED
Five critical areas of management:
- Mission.
- Values.
- Strategy.
- Structure.
- Systems.

WEBSITE   https://www.msh.org/resources/management-and-organizational-sustainability-tool-most

MANAGEMENT SURVEY
LEARNING CENTER

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 21 questions.

HOW ANSWERS ARE CATEGORIZED
The provider and/or responders define themes based on responses.

RELEVANT PUBLICATION *Built on Trust: Gaining Competitive Advantage In Any Organization*. Arky Ciancutti M.D. & Thomas L. Steding Ph.D. Contemporary Books: 2000.

WEBSITE   http://www.learningcenter.net/library/management.shtml

MEYERS-BRIGGS PERSONALITY INVENTORY
THE MEYERS AND BRIGGS FOUNDATION

— $49.95 / INDIVIDUAL. $2,500 (OR MORE) FOR TEAM PROGRAMS —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 21 questions.

HOW ANSWERS ARE CATEGORIZED
Four sets of preferences, which combine into sixteen personality types:
- Extraversion vs. Introversion.
- Sensing vs. Intuition.
- Thinking vs. Feeling.
- Judging vs. Perceiving.

RELEVANT PUBLICATION
Please Understand Me: Character and Temperament Types. David Keirsey and Marilyn Bates. Prometheus Nemesis Book Company: 1984.

WEBSITE   https://www.cpp.com/products/mbti/index.aspx

NONPROFIT ORGANIZATIONAL ASSESSMENT TOOL
CENTER FOR COMMUNITY & ECONOMIC DEVELOPMENT
— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Questionnaire with 59 questions, with a space for identifying the person or group who should oversee improvement.

HOW ANSWERS ARE CATEGORIZED
Five organizational domains:
- Vision, mission and program.
- Team, structure and governance.
- Financial management and operations.
- Planning.
- Resource development.

RELEVANT PUBLICATION *Level Best: How Small And Grassroots Nonprofits Can Tackle Evaluation & Talk Results.* M. Festen & M. Philbin. Wiley: 2006.

WEBSITE   https://coco-net.org/wp-content/uploads/2012/08/nonprofit-organizational-assessment-tool.pdf

ORGANIZATIONAL BEHAVIOR SURVEY
DONALD CLARK'S "BIG DOG & LITTLE DOG" RESOURCE LIST

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 24 questions.

HOW ANSWERS ARE CATEGORIZED
Four models of organizational behavior:
- Autocratic.
- Custodial.
- Supportive.
- Collegial.

RELEVANT PUBLICATION:
Human Relations at Work: The Dynamics of Organizational Behavior, 3rd edition, Keith Davis. McGraw-Hill: 1969.

WEBSITE   http://www.nwlink.com/~donclark/leader/obsurvey.html

ORGANIZATIONAL CAPACITY SELF-ASSESSMENT
KNOWLEDGE FOR HEALTH — SUPPORTED BY USAID

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Discussion with 66 questions, followed by rating scales for areas below.

HOW ANSWERS ARE CATEGORIZED
Eight areas potentially in need of further training and development:
- Planning.
- Management and governance.
- Constituency and target audience.
- Human resources.
- Managing resources.
- Managing activities.
- Relationship with others.
- Monitoring and evaluation.

WEBSITE   https://www.k4health.org/sites/default/files/idassess.pdf

ORGANIZATIONAL CAPACITY ASSESSMENT TOOL (OCAT)
MCKINSEY & COMPANY
— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 167 questions.

HOW ANSWERS ARE CATEGORIZED
Ten dimensions of organizational capacity for nonprofits:

- Aspirations.
- Strategy.
- Leadership.
- Advocacy.
- Culture & shared values.
- Innovation & adaptation.
- Infrastructure & organizational structure.
- Business processes.
- Marketing & communications.
- Funding.

RELEVANT PUBLICATION:
Effective Capacity Building in Nonprofit Organizations. McKinsey & Company. Venture Philanthropy Partners: 2001.

WEBSITE   https://www.mckinsey.com/industries/social-sector/how-we-help-clients/organizational-capacity-assessment-tool

ORGANIZATIONAL CAPACITY ASSESSMENT TOOLS
WILLIAM & FLORA HEWLETT FOUNDATION

— FREE OF CHARGE —

SUMMARY OF THIS GUIDE
This is a wonderful compilation of nonprofit assessment tools.

RELEVANT PUBLICATIONS:
Organizational Capacity Assessment Tool Database
https://www.dropbox.com/sh/uv2mtxuks9y0ibs/AABlVzWAXUZodzNswtCj4S9Da?dl=0   *Guide to the database:* Informing Change, 2017 https://hewlett.org/wp-content/uploads/2017/11/A-Guide-to-Using-OCA-Tools.pdf

ORGANIZATIONAL CULTURE ASSESSMENT INSTRUMENT
OCAI online (NETHERLANDS)

— FREE TO INDIVIDUALS. $597 FOR TEAMS OR ORGANIZATIONS —

HOW QUESTIONS ARE ASKED
Unusual style of questionnaire, with 12 questions.

HOW ANSWERS ARE CATEGORIZED
Four cultural types:
- Entrepreneurial.
- Structured.
- Results-Driven.
- People-Oriented.

RELEVANT PUBLICATION   *Organizational Culture Change*. Marcella Bremer, Kicker Groep: 2012.

WEBSITE http://www.ocai-online.com/

ORGANIZATIONAL DIAGNOSIS QUESTIONNAIRE
ROBERT C. PREZIOSI
— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 35 questions.

HOW ANSWERS ARE CATEGORIZED
Weisbord's "6 Box Model" plus one:
- Purposes.
- Structure.
- Leadership.
- Helpful Mechanisms.
- Rewards.
- Relationships.
- Attitude Toward Change (This is the "plus one.")

RELEVANT PUBLICATION   Organizational Diagnosis: Six Places To Look For Trouble With Or Without A Theory. Marvin R. Weisbord, *Group And Organizational Studies* December 1976, 1 (4) p. 431.

WEBSITE   http://www.slideshare.net/mikejavate/organizational-diagnosis-questionnaire-odq

ORGANIZATIONAL SELF-ASSESSMENT TOOL
MASSACHUSETTS CULTURAL COUNCIL

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED

Multiple-choice questionnaire with 166 questions.

HOW ANSWERS ARE CATEGORIZED

Fifteen functions of nonprofit organizations:
- Mission and vision.
- Strategic planning and evaluation.
- Programming.
- Management.
- Marketing.
- Fundraising.
- In-school and out-of-school programming.
- Human resources.
- Financial planning.
- Monitoring and reporting.
- Advocacy and public relations.
- Benchmarks of financial health.
- Governance and board management.
- Community participation.
- Information technology systems.
- Facilities management.

WEBSITE   http://www.massculturalcouncil.org/services/org_assessment.pdf

PARTICIPATORY ORGANIZATIONAL EVALUATION TOOL
UNITED NATIONS
CIVIL SOCIETY ORGANISATIONS AND PARTICIPATION PROGRAMME

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Discussion questions integrated with 203 multiple-choice questions.

HOW ANSWERS ARE CATEGORIZED
- Human resource management.
- Financial resource management.
- Partnering.
- Sustainability of program benefits.
- Equitable participation.
- Organizational learning.
- Strategic management / governance.

WEBSITE http://www.managingforimpact.org/resource/poet-users-manual-participatory-organizational-evaluation-tool

PERFORMANCE PRACTICE
LEAP OF REASON AMBASSADORS COMMUNITY

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 132 questions. Rationales requested.

HOW ANSWERS ARE CATEGORIZED
Seven organizational disciplines:
- Leadership.
- Management.
- Program and strategies.
- Financial sustainability.
- Learning Culture.
- Internal Monitoring.
- External Evaluation.

WEBSITE http://leapambassadors.org/products/performance-practice/

SCRUM CHECKLIST
HENRIK KNIBERG

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Checklist (present or not present) for 80 questions.

HOW ANSWERS ARE CATEGORIZED
Five sections:

- Core scrum.
- The bottom line.
- Recommended, but not always necessary.
- Scaling.
- Positive indicators.

WEBSITE   https://www.crisp.se/file-uploads/scrum-checklist.pdf

SELF-ASSESSMENT TOOL FOR NONPROFIT ORGANIZATIONS
THE NONPROFIT ASSOCIATION OF OREGON

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 90 questions.

HOW ANSWERS ARE CATEGORIZED
Seven functions:

- Board governance.
- Planning and evaluation.
- Financial management.
- Personnel management.
- Public and community relations.
- Financial condition.
- Fundraising strategies.

WEBSITE https://nonprofitoregon.org/sites/default/files/uploads/file/NP%20Org%20Self%20Assessment_0.pdf

DISCUSSION-ORIENTED ORGANIZATIONAL SELF-ASSESSMENT
SAVE THE CHILDREN'S RESOURCE CENTRE

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Items to rate and eighty-one questions for discussion.

HOW ANSWERS ARE CATEGORIZED
- Human resource management.
- Financial resource management.
- Service delivery.
- Communications.
- Organizational learning.
- Strategic management.
- Security.

WEBSITE https://resourcecentre.savethechildren.net/library/discussion-oriented-organizational-self-assessment-dosa

SOCIAL AND BEHAVIORAL CHANGE COMMUNICATION CAPACITY ASSESSMENT TOOL
FHI 360

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 28 questions.

HOW ANSWERS ARE CATEGORIZED
Five components:
- Understanding the context through situational analysis.
- Focusing and designing the communication strategy.
- Creating interventions and materials for change.
- Implementing and monitoring change processes.
- Evaluating and re-planning.

WEBSITE https://www.fhi360.org/resource/sbcc-capacity-assessment-tool

STRENGTHS FINDER
GALLUP STRENGTHS CENTER

— $49.99 / INDIVIDUAL —

HOW QUESTIONS ARE ASKED
Choose one from each set of 177 paired statements.

HOW ANSWERS ARE CATEGORIZED
Thirty-four strength themes that sort into four domains:
- Strategic thinking.
- Executing.
- Influencing.
- Relationship building.

RELEVANT PUBLICATION
StrengthsFinder 2.0. Tom Rath. Gallup Press: 2007.
WEBSITE https://www.gallupstrengthscenter.com/home/en-us/strengthsfinder

STYLE MATTERS: THE KRAYBILL CONFLICT STYLE INVENTORY
RIVERHOUSE PRESS

— $7.95 PER PERSON. DISCOUNT FOR QUANTITY PURCHASES —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 20 questions.

HOW ANSWERS ARE CATEGORIZED
Five basic styles of responding to conflict.
- Directing.
- Cooperating.
- Compromising.
- Avoiding.
- Harmonizing.

WEBSITE   https://www.riverhouseepress.com/style-matters-inventory

SWOT ANALYSIS
MIND TOOLS

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Worksheet with 12 open-ended questions.

HOW ANSWERS ARE CATEGORIZED
Two internal and two external factors.

Internal:
- Strengths.
- Weaknesses.

External:
- Opportunities.
- Threats.

RELEVANT PUBLICATION SWOT Analysis: Strengths, Weaknesses, Opportunities, and Threats. *Community Toolbox*. Sect. 14, Chap. 3.

WEBSITE http://www.mindtools.com/pages/article/newTMC_05.htm#business

TEAM BAROMETER
JIMMY JANLÉN

— FREE OF CHARGE —

HOW QUESTIONS ARE ASKED
Statements printed on cards are read aloud and voted on.

HOW ANSWERS ARE CATEGORIZED
Sixteen team characteristics:

- Trust.
- Collaboration.
- Feedback.
- Meeting engagement.
- Commitment.
- Improving.
- Mutually responsible.
- Power.
- Pride.
- Relationships.
- Ownership.
- Sharing.
- Boosts each other.
- Loyalty.
- Passion.
- Integrity.

WEBSITE http://blog.crisp.se/2014/01/30/jimmyjanlen/team-barometer-self-evaluation-tool

TEAM GAME
ERIC CRAVEN, CEO METTA INTERNATIONAL INC.

— FEE IS NEGOTIATED AS PART OF AN ASSESSMENT PROCESS —

HOW QUESTIONS ARE ASKED
Individual interviews.

HOW ANSWERS ARE CATEGORIZED
Three characteristics of relationships with fellow employees:
- Social distance
- Importance
- Characteristics.

RELEVANT PUBLICATION
An eighteen-page description is available by contacting Eric Craven at eric.craven@mettainc.com.

THOMAS-KILMANN CONFLICT MODE INSTRUMENT
KILMAN DIAGNOSTICS

— $45 PER PERSON FOR 1-49 PEOPLE. DISCOUNTS FOR MORE —

HOW QUESTIONS ARE ASKED
Multiple-choice questionnaire with 30 questions.

HOW ANSWERS ARE CATEGORIZED
Five conflict-handling modes:
- Competing.
- Accommodating.
- Avoiding.
- Collaborating.
- Compromising.

RELEVANT PUBLICATION
The Managerial Grid: The Key to Leadership Excellence. Robert Blake and Jane Mouton. Gulf Publishing Co.: 1964.

WEBSITE   http://www.kilmanndiagnostics.com/catalog/thomas-kilmann-conflict-mode-instrument