

Potential Instruments Used to Gather Information

Conflict Dynamics Profile®

While conflict itself is inevitable, ineffective and harmful responses to conflict can be avoided, and effective and beneficial responses to conflict can be learned. The Conflict Dynamics Profile® (CDP) was developed to prevent harmful conflict in the workplace. It provides managers and employees with a greater awareness of how they respond when faced with conflict so they can improve on those behaviors causing the most problems.

Harrison Assessment

The Harrison Assessment ensures the right people are aligned in the right positions and can identify potential mismatches based on behavioral traits and technical competencies. This is a useful tool for succession planning and talent management.

Myers-Briggs Type Indicator®

The Myers-Briggs Type Indicator® (MBTI) is the most accurate personality type assessment, and is used to build understanding and transform lives. The MBTI instrument explains why different kinds of people are interested in different areas, why people are good at different kinds of work, and why people sometimes find it hard to understand each other.

Teamwork Leadership Style Range Survey (TLSR)

The TLSR Survey is a leadership diagnostic tool that enables us to construct profiles of individuals' behavioral styles in dealing with people and situations. Results are provided to the individuals so they can correct negative aspects of their leadership styles and interpersonal behavior -- and reinforce the positive ones.