DISCstyles
Managerial Assessment of Proficiency
Dealing with Conflict
Strategic Leadership Type Indicator
SAQ Assessment
Emotional Intelligence Style Profile
Ethical Type Indicator
Influencing Style Clock Assessment
Performance Skills Leader

Call 1-800-822-2801 for a free consultation. No Risk, Money Back Guarantee!
You will...
• Learn your behavioral style tendencies, strengths, and struggles.
• Learn communication preferences.
• Learn the four basic DISC styles.
• Learn to identify another person’s style.
• Learn adaptability to improve communication effectiveness.

Features
◆ Full facilitation materials
◆ Classroom or online versions
◆ 15-20 minutes to complete; produces profiles for work, personal, and family environments
◆ Training plan options from under half a day to two or more days
◆ Self/Other report available at no additional cost
◆ NEW Team Report available!

Key Benefits
◆ Gain awareness of personal strengths and motivators
◆ Uncover career development opportunities
◆ Improve methods for interpersonal communication
◆ Enhance conflict resolution ability
◆ Create 360-degree feedback for your leaders
◆ Build and strengthen teams
◆ Improve professional relationships internally and externally

DISCStyles Online Assessment…$75.00
DISCStyles Assessment (paper) 5-pack…$75.00

Try a Free DISCStyles Assessment—experience the benefits on us: Go to www.hrdpress.com/Demo

Take advantage of the world’s most widely-used behavioral assessment model to teach participants how four primary behavioral styles influence several key work competencies.
• Become the DISC coach/expert in your organization.
• Teach managers how to use DISC information to enhance long-term motivation.
• Provide managers and other professionals with the communication dos and don’ts.
• Understand the ideal job culture for certain profiles.
• Teach what each DISCStyles profile needs for increased effectiveness.

DISCStyles is the premier behavioral style assessment available today. The goal of DISCStyles is to understand interpersonal chemistry and enhance relationships. Once managers know their own personality and behavioral style characteristics, it is easier to understand what drives others and use a variety of options for dealing with them more successfully.

This easily administered 30-item assessment includes the use of three interpersonal settings (work, home, social) to increase the accuracy of results. Each of the three standard interpretive graphs are plotted, enabling a complete view of your preferred style, and since the DISCStyles Assessment can be completed in only 10 to 15 minutes, you gain valuable time for individual coaching sessions or group discussions.

Ask about Unlimited Use Licensing!
Certification Available!
Contact: mark@hrdpress.com
1-800-822-2801 x 1125
Understanding Behavioral Styles

**DOMINANT**

**INTERACTIVE**

**STEADY**

**CONSCIENTIOUS**

**DISCStyles Online Feedback Report and Home Page!**

- A totally automated online DISCStyles self-assessment
- A personalized DISCStyles report
- A DISCStyles Home Page to invite others to respond to how they see you for 360-degree feedback
- eGraphs and Observer Graphs of how others see you
- Additional online resources
- **NEW Team Report available!**
The Managerial Assessment of Proficiency (MAP) is the premier assessment for managers and supervisors on the market today. MAP is a video-driven, competency-based assessment that provides participants with an objective rating of proficiency in 12 basic managerial competencies and also provides information on 10 different management styles and values.

In 10 video episodes, managers will watch Bill Taylor and his team exhibit a range of managerial competencies as they simulate what happens during a typical work week. Participants are asked to evaluate and rate the performance of Bill Taylor and his team.

MAP is a proven tool for pinpointing and charting managerial weaknesses and strengths. Scores of participants are compared to norms developed from over 100,000 managers and supervisors from numerous industries. Industry specific norms are also available. With MAP you can objectively identify and target the areas with the greatest developmental needs.

You will...

- Learn how you measure up in key managerial competencies against over 100,000 managers.
- Learn how you apply competencies through personal, communication, and managerial styles.
- Learn your greatest strengths and blind spots as a manager from an objective source.
- Learn where it’s most important for you to develop competence.

**Features**

- New, updated video
- Normative database of over 100,000 managers
- Comparisons to industry norms
- Available in online or classroom-based assessment formats
- The 12 competencies assessed in MAP are directly linked to the EXCEL training workshops
Key Benefits
✦ Participants buy in because MAP depicts realistic management scenarios.
✦ Trainers buy in because MAP provides objective competency based scores.
✦ Management buys in because training needs are objectively identified and targeted training material is available to close skill gaps fast.

MAP Online Feedback Report
• Development suggestions for highest needs and the most important competencies in your job.
• Bar chart summary of your test scores across 12 competencies and 10 styles/values, provided in percentile ranking.
• Development planning templates for your highest needs.
• Summary explanations of your thinking and communication styles, and your appropriate usage of authoritarian or participative styles.
• Aggregate percentile scores in competency clusters.

The 12 Competencies covered include:
• Time Management
• Setting Goals and Standards
• Planning and Scheduling Work
• Giving Clear Information
• Getting Unbiased Information
• Listening and Organizing
• Appraising People and Performance
• Disciplining and Counseling Employees
• Training, Coaching, and Delegating
• Identifying and Solving Problems
• Making Decisions and Weighing Risks
• Thinking Clearly and Analytically

MAP Online $125 / MAP Classroom Version $125

Get a Free MAP Demo—
email: map@hrdpress.com
or visit www.hrdpress/MAP

For more information visit: www.MAP-assessment.com
This simple and easy-to-use conflict instrument assesses your use of five conflict-handling styles, each of which are effective ways of dealing with conflict for a productive outcome. With this instrument, it’s easy for participants to learn the positive uses of each style and the most appropriate conflict style to use in any circumstance. The assessment is a critical activity to establish how managers are currently approaching conflict so they can utilize a wide range of more optimal solutions.

**You will...**
- Learn your own natural style of resolving conflict.
- Learn to work collaboratively to solve conflict issues in ways that recognize the interests of all proponents while keeping the focus on performance.
- Learn how and when to use each of five conflict resolution strategies:
  - compete
  - compromise
  - accommodate
  - collaborate
  - avoid
- Learn to work through conflict, keeping the focus on business goals.

### Features
- Classroom or online versions
- 15 minutes to complete
- Training plan options from under half a day to two or more days
- Self/Other report available at no additional cost

### Key Benefits
- Solve conflict problems with a win/win solution instead of a win/lose outcome.
- Transform workplace conflict into productive outcomes.
- Uses a contemporary application of the Thomas-Kilmann conflict model
- Teach negotiation and conflict resolution by practicing collaborative problem solving
- Build team morale by fostering a collaborative environment.

### Online Feedback Report
- Graphs of the results in the five conflict styles
- Comparison of the participant’s scores to the scores of the general population
- A guide to conflict handling styles that outlines the implications of the participants’ scores across all five conflict styles
- A detailed skill-building section
- An explanation of conflict IQ and how to improve your conflict IQ
- The effect of conflict on employee motivation
- Anger management practices
- The Conflict Situation Selector exercise teaches participants how to select the optimal conflict style for every situation

*Try a Free DCI—Go to www.hrdpress.com/Demo*
Dealing with Conflict Instrument

Conflict Handling Styles Affect Employee Motivation

Dealing with Conflict Online Assessment...$24.95
Dealing with Conflict Instrument / (paper) 5-pack...$59.75
Dealing with Conflict Workshop License—
email: meg@hrdpress.com
or call 1-800-822-2801 x 1138
Learn your preferences and determine the best approach to manage each direct report appropriately.

Develop managers to become expert at determining what their direct reports need to perform best. Guide supervisors to know when, and with whom, they should delegate, relate, coach, or instruct to ensure the work gets done and direct reports continue to develop.

- Rapidly assess capability and motivation of direct reports
- Take action using the most appropriate management technique:
  - Delegating
  - Coaching
  - Relating
  - Instructing
- Develop direct reports to perform autonomously with higher levels of performance

**You will…**

- Learn your own natural tendency to coach, instruct, delegate or relate, and how comfortable you are shifting between these styles.
- Learn to develop direct reports toward higher levels of autonomy.
- Learn a simple strategy for evaluating and correcting a performance problem.

**Try a Free SLTI—**
Go to www.hrdpress.com/Demo
Strategic Leadership Type Indicator

**Strategic Leadership Type Indicator Online Assessment…$49.95**

**Strategic Leadership Type Indicator Assessment (paper) 5-pack…$74.75**

**Strategic Leadership Type Indicator Workshop License**—
email: meg@hrdpress.com
or call 1-800-822-2801 x 1138

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**SLTI Online Feedback Report**

- Displays your preference to coach, relate, delegate or instruct.
- Provides a summary score of how appropriately you match a style to the situation.
- Provides a worksheet to determine what strategy you should use with each direct report.
- Recommends key development points for each strategy.
- Teaches a development continuum for direct reports that increases their responsibilities and expertise.
The HRD Online Assessment Center allows you to administer all of our online assessments. With this online system, you will be able to offer your clients a launching ground for professional development opportunities and a simplified method for tracking professional growth.

You will be able to offer 360-degree feedback so your client can invite supervisors, peers, direct reports, customers, or any other type of rater. This option gives you instant information on how well your training is being applied on the job—it’s ROI made easy!

You will also be able to improve understanding and communication through our series of Style Assessments. All of this can be done with administrative ease; set up participant and group accounts in seconds with our user friendly administrative options. Import every employee instantly and create and change employee groups, run aggregate scoring reports, and much more.

For more information: email assessments@hrdpress.com or call 1-800-822-2801 x 1110
If your workforce needs greater clarity, focus, and execution, find out how to get your organization on the Acceleration Impact Curve with this pioneering assessment and development tool.

The SAQ Assessment package is applicable to any professional at any level. The simple, step-by-step guides and support tools for both participants and facilitators helps expedite organizational and cultural change, while facilitating the execution of a strategic plan.

The SAQ Assessment includes:

- An online test covering 45 items within three core competencies, requiring 15-20 minutes to complete
- The participant’s SAQ upon completion.
- Individualized Reports that produce targeted behavioral development suggestions
- A Group Report function that produces a Custom Trainer’s Guide with experiential activities linked to the highest development needs identified for the group.
- An Assessment Facilitator’s Guide and Participant Development Planning Book
- Easy application for 360-degree feedback
- Core insights, distinctions and action plans provided by Tony Jeary, Coach to the world’s top CEOs, and creator/author of the Strategic Acceleration methodology.

For the last decade, Tony Jeary has been coaching and advising the world’s top CEOs on how to master Strategic Acceleration. Namely, Tony is known for helping top achievers get results faster by helping them get clear on what they’re doing, focus relentlessly on High Leverage Activities that make the biggest difference, and drive execution at peak levels.

“Constantly taking a look at yourself (and having those around you do the same) can dramatically accelerate your effectiveness. Assessments facilitate this process enormously. The SAQ Assessment was developed to help people in organizations zero in, quickly and efficiently.

Whether or not you manage others, leadership is a results contest. The Strategic Acceleration Quotient Assessment is designed to help you win at every level.”

—Tony Jeary

SAQ Assessment 11

Getting Results

It’s the one thing every business needs—all the time. And now there’s an assessment that targets this most crucial of outcomes for you to use throughout your organization.

Tony Jeary International

Get key managers and staff working at the speed of The Acceleration Impact Curve

SAQ Self Assessment... $17.00
SAQ 360-degree Assessment... $57.00

For more information: call 1-800-822-2801 x 1122 or email randy@hrdpress.com
The Emotional Intelligence Style Assessment measures the degree of your predisposition to think and act in concert with your emotions using four distinct styles: Reflective, Conceptual, Organized, or Empathetic. Managers get a clear picture of their use of different emotional styles and the management situations where their blind spots are likely to surface. While IQ and Personality are fundamentally fixed measures, Emotional Intelligence (EI) can be learned and improved.

Use the Emotional Intelligence Style Assessment to teach managers and supervisors the special advantages of using a wider range of emotional intelligence styles in managing others, working with teams, customer service, and project management. Virtually any work-related area that involves interaction with others can benefit from improved EI.

Learning Emotional Intelligence starts by understanding different emotional intelligence styles and the work-related areas where those styles deploy most effectively.

You will...

● Learn to empathize where appropriate to resolve conflict.
● Learn to balance a focus on facts and methods while including the ideas, and feelings of others to collaborate more effectively.
● Learn the value of the big picture to influence others and open minds.
● Learn to appropriately delay judgment or a decision in order to take a considered approach to several alternatives.
The Ethical Type Indicator

Does a business culture grounded in ethical behavior make your organization more successful? Would more customers prefer to do business with an ethical company?

The Ethical Type Indicator provides leaders with a framework for evaluating and understanding the ethical and moral decision making of themselves and others. This improved understanding of ethics makes it easier for leaders to make more persuasive arguments in favor of any course of action which has ethical implications.

The Ethical Type Indicator for leaders addresses the problems of ethical principles or organization policies that are often far too general to provide meaningful guidance. By completing the assessment to review their own ethical decision making patterns, individuals learn to categorize decisions within a specific ethics framework.

This process makes it possible for managers to explore and understand different ethical foundations while being able to objectively assess the strengths and weaknesses of their own ethical decision making patterns.

You will...

Learn your own primary and secondary ethical decision making preferences.

Learn to take a more reasoned approach to ethical dilemmas in the future.

Learn to use specific steps to consider, confront, and resolve ethical dilemmas.

Features

◆ Classroom or online versions
◆ 20 minutes to complete
◆ Assessment describes the advantages and disadvantages of several ethical belief systems:
◆ Leaders respond to questions like these to determine their ethical type:
  – Do you regard written codes of conduct as helpful in resolving ethical dilemmas?
  – Do you believe the needs of the many outweigh the needs of the few?
  – Are the thoughts, feelings and beliefs of friends an important consideration?

Key Benefits

Customers would rather do business with an ethical company. Operating ethically results in:

◆ Improved productivity
◆ Increased profitability
◆ Superior employee morale
◆ Enhanced recruitment and retention of employees
◆ Better company reputation
◆ Long-term success

Online Feedback Report

• Summary of your ethical preferences are provided in bar chart format displaying your score in comparison to where most people score.

• Advantages and disadvantages of using each ethical type while summarizing your propensity to use the type.

• Includes questions and content for self exploration or to support a facilitated discussion of the use of various ethical types.

• General discussion of ethical and moral decision making.

• How to assess and use ethical type information to improve influence.

Ethical Type Indicator Online Assessment...$24.95
Ethical Type Indicator (paper) 5-pack...$75.00

Try a Free Ethical Type Indicator—Go to www.hrdpress.com/Demo
Influencing Style Clock Inventory

Features
◆ Measures four Influencing styles and helps to determine how and when to apply each style more effectively.
◆ Worded in simple, understandable, and behavioral terms
◆ Takes less than 15 minutes to complete, training plan options from 2 hours to 1 day.

Key Benefits
◆ Managers who grasp the difference between influencing and position power open a new door to success as motivating, participative, team builders.
◆ By being able to recognize the influencing style of others, any professional can work with that person more effectively “and more persuasively.”
◆ Learning and applying influencing styles enables managers to frame problems and solutions in terms that are congruent with the frame of reference of their co-worker or employee.
◆ Effective influencing lowers conflict, promotes team morale, and focuses any group on their common goals and challenges.
◆ Motivate others by representing a desired course of action with more compelling logic, feelings, energy, and commitment.
◆ Build better, more collaborative relationships.

Online Feedback Report
• Provides your influence style predisposition.
• Explains your influence bias and how to better meet the influence needs of others.
• Describes your influencing strengths and blind spots in terms of your style preferences or underutilized styles.
• Explains the essence of influencing as inextricably linked to individual goals.
• Describes pushing and pulling styles of influencing.
• Provides positive applications for using each influence style.

Influencing Style Clock Online Inventory…$24.95
Influencing Style Clock Inventory (paper) 5-pack…$59.95
Influencing Style Clock Workshop License—email meg@hrdpress.com or call 1-800-822-2801 x 1138

Try a Free Influencing Style Inventory—Go to www.hrdpress.com/Demo
PS Leader: 24 Competencies for Building Leadership Effectiveness

Skills needed by executives and managers to set the strategic direction of the organization

Skills needed by team leaders, supervisors, project managers and managers to align employees to strategic direction

Foundational skills needed for individual, team, and organizational performance

$125 purchases a complete 360-degree feedback cycle for one leader

For more information contact randy@hrdpress.com or call 1-800-822-2801 x 1122

Features
- Unlimited raters can participate in 360-degree feedback.
- Instant online questionnaire administration and report processing.
- Participant interpretation and development planning workbook and job-aids.
- Development suggestions linked to highest development needs.
- Assessment Administrator’s Manual includes comprehensive workshop outline to debrief managers on results and plan development.
- Confidentiality Guaranteed—online process ensures confidentiality so that peers and direct reports can feel comfortable giving honest feedback.

Key Benefits
- Relevant Feedback—this assessment provides a method for accurately weighing which leadership competencies are most important in each leader’s job. This information is used to more accurately identify highest development needs and strengths.
- Convenient Online Corporate Account—your designated administrator controls how and when leaders or facilitators print or view individual or group feedback reports.
- Group Reports Available—Free group reports enable you to establish benchmarks and norms within your organization according to however you want to group participants results.

Comprehensive Individual Feedback Report
- Feedback is on discreet, learnable behavioral items linked to high performance. Respondents are asked to rate specific, observable behaviors where known, learnable best practices ensure measurable gains can occur.
- Known and unknown development needs and highest job strengths are identified.
- Sets of development suggestions are produced for highest needs.
- Feedback report is designed to facilitate comparison of self-ratings with the ratings of others including the participant’s boss.
- Alignment between self and supervisor is highlighted.

PS Leader is a research-based, 82-item, assessment that gives leaders a 360-degree feedback view of their leadership effectiveness in 24 competencies. The assessment helps leaders identify development priorities and highest strengths. Participants learn about their “known” and “unknown” strengths by comparing their own self-perceptions to those of their supervisor, direct reports, and peers.

The Power of 360-Degree Feedback for Leaders

The 360-degree assessment process is a sensitive undertaking that can pay off for the organization and individual participants when the program is carefully delivered, and communication is comprehensive to ensure understanding and establish buy-in. HRD Press has been working with clients and consultants using the PS Leader assessment for more than a decade. Use our experience to ensure your assessment program is a success.
WHAT IS YOUR SAQ? [STRATEGIC ACCELERATION QUOTIENT]

SAQ measures your overall success potential. The higher your score, the more likely you are to be successful.

If you want BETTER, FASTER RESULTS, invest in yourself and your team.

Find out your SAQ and get RESULTS FASTER with CLARITY, FOCUS & EXECUTION.

For more information on how you can measure your SAQ and get RESULTS FASTER, go to www.SAQassessment.com (see inside: page 11)