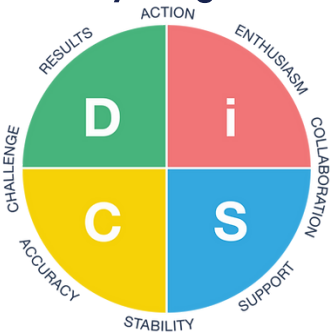# Assessments

## ◯ Everything DiSC®



The DiSC® model is a simple tool that's been helping people connect and build more effective relationships at work for over thirty years.

This assessment will help you understand yourself, while learning to appreciate different priorities, preferences, and values each individual brings to the workplace.

With personalized insights and actionable strategies, participants learn how to adapt to the style of others, ultimately improving the overall quality of the workplace.

## ◯ Energy Leadership™ Index

The Energy Leadership Index (ELI), an attitudinal assessment tool, captures how an individual currently perceives and approaches work and life. It takes something abstract, like the way a person views the world, and turns it into something tangible—a metric that can be reevaluated in the future.

Expand Your Energy

Shift Your Consciousness

Alter Your Attitude & Perspective

Do All 3 With The ELI!

The ELI 360 is a 4-part assessment system that provides a multi-dimensional perspective on leadership. The awareness and insights gained provides individuals & teams an opportunity to reshape their attitude and transform.

## ◯ E1Q-2
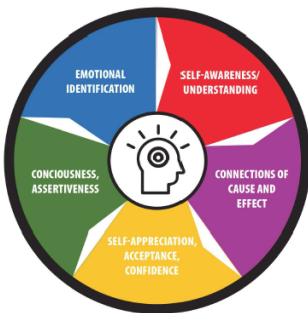


Emotional Intelligence (EQ/EI) is an ability that everyone can learn and improve. Research has recently discovered that we actually feel before we think. Certain emotions can actually hijack our thinking and how we perceive the world. The EIQ-2 test helps us understand how we respond in certain situations where our emotions might interrupt our thinking.
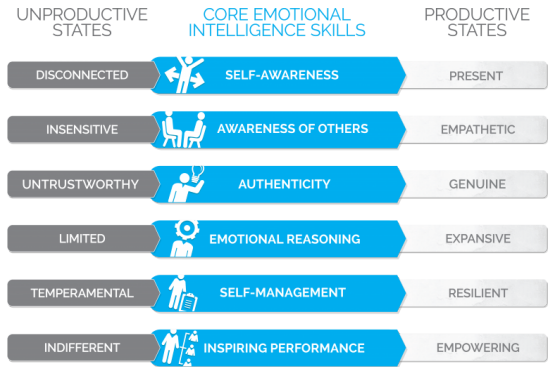
The EIQ-2 allows a person to understand and develop their emotional intelligence. It measures a person in four areas: **Self-Awareness, Social Awareness, Self-Management, and Social Management**.

Strong awareness and management in these areas allow individuals to solve and overcome problems more easily and find more satisfaction in their personal and professional more often.

## Genos Emotional Intelligence

The Genos emotional intelligent leadership survey measures emotional intelligence for leaders. It measures how well individuals demonstrate emotional intelligent leadership competencies in comparison to others.

The more often individuals demonstrate the competencies measures, the more effective their leadership should be.

| UNPRODUCTIVE STATES | CORE EMOTIONAL INTELLIGENCE SKILLS | PRODUCTIVE STATES |
|---|---|---|
| DISCONNECTED | SELF-AWARENESS | PRESENT |
| INSENSITIVE | AWARENESS OF OTHERS | EMPATHETIC |
| UNTRUSTWORTHY | AUTHENTICITY | GENUINE |
| LIMITED | EMOTIONAL REASONING | EXPANSIVE |
| TEMPERAMENTAL | SELF-MANAGEMENT | RESILIENT |
| INDIFFERENT | INSPIRING PERFORMANCE | EMPOWERING |

## NSight Success Assessment

When it comes to your success, understanding who you're working with is key. Learn about yourself and discover a blueprint for your success based on seven definitive personality indicators:

- **Aptitude:** our own style of reasoning, our verbal and numerical tools, and ability to recognize patterns and pay attention to detail.
- **Self-perception**: how we view our own efficacy looking inward and compared to others.
- **Decision-making**: how we use emotion, intuition, logic, practicality, imagination, and empathy to solve problems.
- **Drive**: our security, recognition, cooperation, competition, safety, and risk-taking needs.
- **Stress:** how we interpret and perform in response to inevitable challenge, frustration, and ambiguity.
- **Communication:** how we prefer to interact with others and organizations, and how others perceive us.
- **Leadership:** how we prefer to lead and to be led, which includes how we orient ourselves to conflict , power, and trust.
- **Commitment:** our loyalty ad persistence with organizations, teams, and our own goals and projects.

The NSight Success Assessment is an evidence-based, fully validated instrument that offers a holistic and well-rounded picture of skills and temperament, illuminating both aptitude and personality success factors. The awareness and insights gained provides individuals & teams an opportunity to reshape their attitude and transform.

## Predictive Index (PI)

**Leverage data to nip problems in the bud.** Without the right data, finding the source of people problems is like trying to see in the dark. PI enables your organization to diagnose the root cause of your issues so you can take swift and proactive action.

**Simplify strategy conversations.** Planning your organizational strategy can feel like navigating a minefield. Gain agility by designing a talent strategy that aligns with your business strategy. Ensure you have the right senior leaders in place, as well as the right culture. If you nail both, you can slash turnover and maximize productivity.

**Find the right talent faster.** Stop wasting time and money interviewing and onboarding ill-equipped hires. Collect objective candidate data to predict on-the-job success and team fit—then weed out the unsuited candidates. Better quality of hire and reduced time-to-fill means you save time, money, and headaches.

**Empower your managers to drive results**. You wouldn't ask someone to mow the lawn with a pair of scissors; you'd give them the right tools for success. With PI, your managers can leverage 60 years of science and analytics to better engage, coach, and develop employees across your organization so everyone works at maximum capacity—in harmony.

## PXT Select

As a comprehensive, "full person" assessment, the PXT Select™ assessment measures how well an individual fits specific jobs in an organization by assessing:

- Cognitive Ability
- Behavioral Traits
- Interests

The job-matching feature of the PXT Select assessment enables organizations to evaluate an individual relative to the qualities required to perform a job successfully.

Report results provide actionable data used to develop and coach individuals for increased performance.