



# Bartell Assessment Package

The Premiere Profiling Process & Development Plan

QuickSheet

## Fast-tracking Leadership Development

The key to expediting a leader's development quest is knowing where they're starting from and creating a personalized leadership development plan. We have found that the most effective process for unleashing the potential of leaders, starts with helping them clearly understand themselves - what they bring to the team, their unique strengths and talents, development blockages, motivational "hot buttons," fears, frustrations, needs, past experiences, driving issues, etc. Bartell's Assessment package makes this clear.

### The Process is Simple . . .

1. Call or e-mail us with the leader's name and address.
2. They'll complete the Bartell Assessment Package.
3. Bartell prepares their Personal Assessment Portfolio.
4. We walk through the results, providing a comprehensive Developmental Debriefing.

## Profiling at its Best!

Bartell's Assessment Package brings you profiling at it's very best and is perfect for...

- Leaders, looking to overcome developmental challenges.
- Emerging Leaders, being groomed for succession.
- Seasoned Executives, looking to refine their leadership skills even further.
- Star Performers, ready to take it to the next level.

## Assessment Instruments:

The Bartell profiling package measures a leader from multiple perspectives and includes a tailored battery of assessment instruments, including:

- **Bartell DIScription** - Temperament Inventory
- **The Profile** - Personality (as it has developed over time)
- **PVA** - Personality Vector Analysis (a snapshot of a person's personality influence and current development)
- **WPSP** - Workplace Stress Profile
- **LAI** - Leadership style and situational effectiveness
- **Conflict Management** - Approach to conflict
- **Styles of Leadership** - Management and leadership orientation
- **Decision Style Profile** - Approach to making decisions

These instruments measure over 50 aspects of "what a person is like" and come together to form a Personal Assessment Portfolio which will be presented during the Developmental Debriefing.

## Development Debriefing

We'll spend up to an hour on the phone, reviewing the results, addressing questions for the person, including...

- What are my dominant traits?
- What are my strengths that I can build on as a leader?
- What are my under developed areas?
- Do I have a quality that could block or inhibit effective leadership and teamness?
- How can I better align myself with other members of my team?
- What is the impact of organizational stress on me and how can I minimize any negative impact?
- How does my style impact my staff and our customers?
- What leadership areas are natural for me and what do I have to monitor, develop, and strengthen?
- How can I quickly "read" others and connect better with them?

The debrief helps map out a plan for continued self-development, optimum staff alignment, and maximum team influence, specifically addressing the following:

- Areas to be developed by priority and for maximum results.
- Strategies for optimizing strengths and developing areas of weakness.
- The impact on organizational and career success.

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