



Executive Assessment Package

QuickSheet

The Premiere Profiling Process & Development Plan

Fast-tracking Executive 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 Executive 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 Executive Assessment Package.
3. Bartell prepares their Personal Assessment Portfolio.
4. We walk through the results, providing a comprehensive Developmental Debriefing.

Assessment Instruments:

The Bartell profiling package measures a leader from multiple perspectives and includes a tailored battery of executive level 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
- **X,Y, Z Managerial Profile** - Management philosophy and alignment
- **Power Influence Style Profile** - Exertion of influence and power

These instruments measure over 100 aspects of "what a person is like" and come together to form a Personal Assessment Portfolio which will be presented during the Developmental Debriefing.

Profiling at its Best!

Bartell's Executive Assessment Package brings you profiling at its 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.

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.

Bartell & Bartell LTD
Live The Thrill of High Performance Leadership™