

# HEALTHY GROWING LEADERS

Creative Assessment Architects helping leaders recognize their strengths and weaknesses to improve their team's productivity.



## ASSESSMENTS TO MEET YOUR NEEDS

As Creative Assessment Architects, we design, develop, and debrief assessments for individuals and organizations. Assessment instruments can be purchased individually or as a package.

# ASSESSMENTS

LOOKING BEYOND THE NUMBERS

OUR ASSESSMENTS USE RESULTS FROM THE SELECTED INSTRUMENTS TO ARTICULATE THE INFLUENCE OF MANY FACTORS ON A PERSON'S BEHAVIOR.



**FIVE INSTRUMENTS**  
**\$495**

This package includes instruments developed for businesses and nonprofits to help mobilize volunteers. The reports generated total more than 50 pages of details and recommendations.



**EIGHT INSTRUMENTS**  
**\$995**

Level 1 extends the TrueWiring™ assessment to include additional instruments, a 1 to 2-hour Zoom.us debrief with a certified assessor, and a written report with coaching points.



**12 INSTRUMENTS**  
**\$2995\***

On a much deeper level, this assessment is administered on-site and includes the spouse. These assessments are typically used for hiring key positions such as team leader, executive officers, and directors.

\*As customized plus expenses

**Adaptive Approach** We approach assessments from both the hardware and the software perspective. Individuals have hard wiring (hardware) that causes them to lean into behavioral patterns that seldom change significantly throughout their life. Individuals are also significantly influenced by their software, which is a result of their culture of origin, social networks, significant emotional experiences, and so forth, and can change over time. Our assessments measure both hardware and software tendencies of individuals to articulate the influence of many factors on a person's behavior.

# TW

---

## Mobilizing Volunteers

Our TrueWiring™ instruments are intentionally designed to identify an individual's unique natural and gifted wiring that will impact how and where they serve. Some of the instruments also identify issues that may impede their serving.

### Instruments Employed

- DISC (DISC™)
- Emotional Intelligence (EQ™)
- Conflict Profile (CP™)
- Conflict Profile 360 (CP-360™)
- Motivators (M™)

### Understanding Your Results

The reports generated by these instruments provide broad insight into helping the individual interpret their results.

# Level 1

---

## Selecting Leaders

The Level One assessment process leverages the results of selected instruments to assess an individual's fit for a target role or position. Specifying the target is critical to interpreting results during the debrief process.

### Instruments Employed

- TrueWiring™
- 16 Primary Factors
- Career Development Report
- Financial Health <sup>[Fall 2019]</sup>

### Understanding Your Results

A two-hour online video-based debrief is scheduled to unpack conflict resolution skills, behavioral needs, emotional intelligence, motivators, team vs task assessment, and the leadership style potential of the person being assessed. This includes a 15 to 20-page detailed report with coaching points.

# Level 2

---

## Hiring Full-Time Staff in Key Positions

The Level Two assessment is intended to give greater insight and accuracy into the competencies, as well as the life and history of the leader which is often referred as the software of a candidate. In other words, we take the assessment process to a much deeper level.

### Instruments Employed

- Level 1 Instruments
- Couples Counseling Report
- Behavioral Assessment
- Family History Analysis
- Psychographic Analysis

### Understanding Your Results

Given the complexity of the Level Two Assessment, an 8-hour, face-to-face gathering is required. This includes the couple and a few sponsoring agency representatives for much greater insight into the candidate's A-game. The 25 to 30-page report includes several coaching points.

# CREATIVE ASSESSMENT ARCHITECTS

HEALTHY GROWING LEADERS

**IDENTIFY  
STRENGTHS AND  
WEAKNESSES,  
IMPROVE YOUR  
TEAM'S  
PRODUCTIVITY,  
AND INCREASE  
IMPACT**

**Our unique approach to developing assessment instruments and processes comes from years of experience with thousands of individuals and organizations combined with research in statistics, psychometrics, psychology, and leadership.**

Instruments and assessments are designed to assess each individual's unique fit for a given role or position for maximum health and impact. We offer packages comprising a suite of instruments that provide a multifaceted perspective of the individual, giving the assessor the best opportunity for insight and feedback.

Our tools and methods expose both strengths and weaknesses in an effort to guide you to your desired outcome. This process can be difficult, but it is always insightful. In assessing individuals, our goal is to help teams find that place where wiring matches role.

Our assessment process will help you evaluate your team's composition and balance. A team focused only on relationships neglects process and details, but a team of detail-oriented people has its own weakness. Each team has a need for a balance of personalities and differing strengths. Our outside perspective helps you determine where adjustments are needed to produce significant change.

We are serious about offering statistically valid instruments. We are called to serve organizations like yours as Creative Assessment Architects to help you evaluate your team's strengths and weakness, improve team synergy, and increase impact.