

ON-LINE ASSESSMENTS FOR INDIVIDUALS AND ORGANIZATIONS

[Document subtitle]

HR instruments (on line
assessment (self
assessment, 180 and 360
degree evaluations)

I. Understand Personality Styles and Types for Greater Career Success

1. Personality Style at Work (PSAW)
2. What's My Communication Style?
3. Bridging the Communication Divide
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II. Online Assessments for Organizations & Groups – (English vesion)

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I. Understand Personality Styles and Types for Greater Career Success



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Did you know? We can deliver any of these training titles for you!

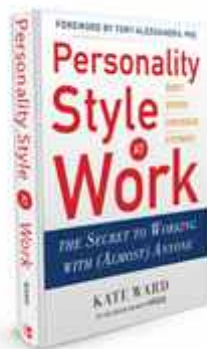
The HRDQ Style Series is a full line of easy-to-use personality style assessment solutions that shed light on key aspects of organizational life, from communication and leadership to team building, sales, time management, coaching, and more. The Style Series is an excellent way to introduce personality style assessment to help others understand why people act the way they do.

Your audience will discover things they never knew about themselves; and they can use the information from the personality style assessment to improve their performance, build rapport with others, and achieve greater success on the job.

Personality plays an important role in all facets of organizational life. It determines how people communicate, act as leaders, and get along with others. It also drives career choices, performance track records, and organizational culture.

Personality Style Assessments & Communication Style Model

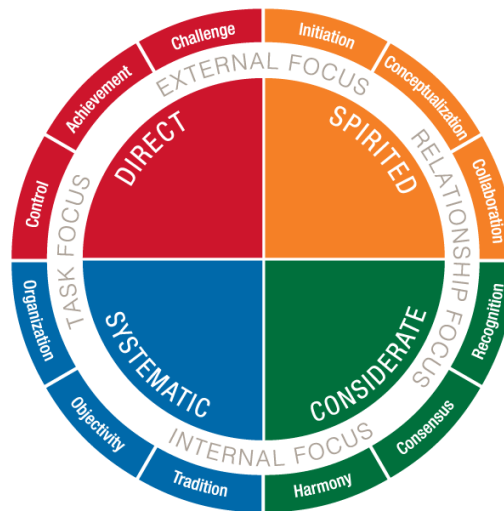
- Identifies personality style quickly and accurately
- Enables individuals to see the impact of personality in the workplace
- Helps people to better understand the behavior of others
- Provides the skills to improve interpersonal relationships and performance
- Facilitates improvements to communication, team work, leadership, and more!



Personality Style at Work Learn how to turn your personality into a competitive advantage with the help of Personality at Work, the new go-to guide that shows you how to quickly and

accurately identify your personality style, decode the behavior of others, and spot different personalities. And that's not all. This book also clues you in on how to effectively flex and tweak the way you communicate, your language, body gestures, and physical space to create a better match when a natural "fit" just isn't there—with just about anyone or in any situation.

A cursory internet search will reveal dozens of assessments and instruments for helping people understand the fundamental traits and characteristics of their personality. Indeed, the continued and widespread use of personality assessments stresses their significance as tools for learning and development. While *knowing* your personality is important—it's also just one piece of the development puzzle. Assessments that spell out a little more than a horoscope of traits and tendencies or a maze of acronyms and labels do not effect lasting change. It is important to learn how to put that knowledge to use in order to form a complete picture of yourself—results that lead to this level of perception call for precise and refined self-evaluation.



1. Personality Style at Work (PSAW)

Personality Style at Work (PSAW) is HRDQ's latest and most statistically accurate assessment. It's a simple, but highly effective tool that measures both the core behaviors that make-up an individual's style and the lens through which they choose to navigate their world. **Certification is not required to administer the assessment, making it a more accessible tool than others of its type.**

At the foundation of each of the four personality styles—Direct, Considerate, Spirited, and Systematic—is a set of three drivers that guide our actions, decisions, and general life approach. Delving even deeper into the framework of personality is a look at the lens of expressiveness and assertiveness—the learned behaviors that we use as a means of coping

with the demands and expectations placed upon us and which help to explain how we can appear to have one personality at work and another in our personal life.

Personality Style Drivers and Dimensions

Harmony is the tendency to connect with others by listening to what they have to say and ensuring that their needs are regularly met. Harmony involves self-sacrifice and patience, as well as identifying, understanding, and valuing how other people feel.

The PSAW model can help us to not only better understand ourselves, but also better understand those around us.

PSAW includes a detailed, and highly personalized, feedback report, the Core Profile, which indicates an individual's primary personality style, strength of preference for using each of the drivers associated with their style, and strength of preference for using the assertive and expressive behaviors.

Lacking the complicated code at the basis of other personality-focused assessments, PSAW'S simplistic language and presentation make it easy for participants to retain the knowledge of their style and to use that knowledge to better understand their strengths and to highlight and pinpoint areas for development.

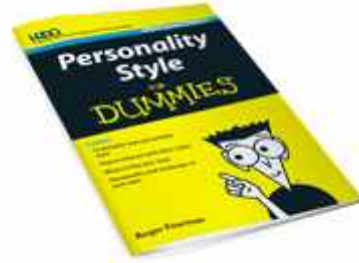
Personality Style at Work is accessible through HRDQ's online assessment portal (account required). A version for individual use is also available. The assessment takes approximately 10 - 15 minutes to complete. Individuals respond to 94 different items designed to help them identify their behavioral preferences, shedding light on how they react to and interact with the world around them. Most statements ask them to respond by indicating the frequency with which they approach, think about, or act in the way described. Each response is scored and used to generate a Core Profile identifying an individual's personality style and the implications of this style when completing tasks, working with others, and most importantly, how others are to likely see them. Included in the Core Profile are numerous tips and techniques for building rapport, and optimizing relationships and interactions with other styles. The report concludes with a section on using the information in PSAW to create a personal action and development plan.

A separate [Core Profile Plus](#) is also available for those who are purchasing the assessment for one or more participants and would like additional help in guiding the client through the process of interpreting and understanding their results in greater depth. It is presented in the form of a detailed PDF and customized for each individual client. The report contains feedback and questions for the coach that help drive the client/coach discussion.

Learning Outcomes

- Identify a preference for one of four primary personality styles.
- Reveal the degree to which you practice the three drivers or motivators of each style.
- Discover the effects of assertiveness and expressiveness on your style.
- Learn the core preferences and behaviors of all four styles
- Understand how to flex or adapt your style to meet the preferences of others.

Personality Style at Work is, at its core, a developmental tool and is suitable for anyone interested in understanding how their behaviors affect their own performance and interactions with others. As such it has applications in leadership development, management and supervisory training, team culture, team building, communication, and career development.



Personality Style for Dummies

Part of the bestselling HRDQ Style Series, *Personality Style for Dummies* is a great way to get a grasp on personality style. This handy reference guide introduces the four personality styles, and illustrates how they apply to a wide range of organizational situations.

Free when you purchase any Facilitator Guide in the [Style Series](#).

A great training takeaway - get one for every participant!

Personality style. It's the primary driving force behind human behavior. Knowing its ins and outs sheds light on just about everything people do, from leadership to communicating with others to being a team player.

Understanding how personality style works is very simple. In fact, it all boils down to *assertiveness* and *expressiveness*, two fundamental behaviors that combine in varying degrees to formulate four basic personality styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*.

The newest addition to the bestselling *HRDQ Style Series*, *Personality Style for Dummies* is a great way to get a grasp on personality style. This handy reference guide introduces the four personality styles, illustrates how they apply to a wide range of organizational situations, shows readers how to spot someone else's personality style, and offers tips for "flexing" personality style in any situation.

Learning Outcomes

- Discover and understand one's personality style
- Identify the common characteristics of each personality style
- Learn the benefits and challenges of each personality style
- Understand how to adapt personality style to interact with others

Personality Style for Dummies is an excellent resource for both self-study learning and as a follow-up to classroom training. Whether you use it as an introduction to personality style or

give it to participants as a takeaway, this book will quickly become a handy reference tool to keep at the ready!

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About the Author



Roger R. Pearman is a highly respected subject matter expert on personality, leadership, and effectiveness. He has served as a senior adjunct faculty and coach for the Center for Creative Leadership, and is the author of several articles and books, including *Hardwired Leadership*, *I?m Not Crazy, I?m Just Not You*, and *>Leadership Advantage*. Roger is the founder of two companies, Leadership Performance Systems, Inc. and Qualifying.org, Inc., and his clients span both the public and private sectors, including the United Nations, Merck, Citigroup, SAP, and the Marriott Corporation.



2. What's My Communication Style?

Uncover preferred styles of verbal and nonverbal communication with the fast and fun What's My Communication Style?. Using a 24-item inventory, participants will learn their preference for one of 4 communication styles, recognize the various facets of communication, and learn how to use their own style to enhance communication.

Did you know? We can deliver any of these training titles for you! Just click the icon above for more information.

3rd Edition

by Eileen Russo

Effective communication is the very lifeblood of any organization. If communication is not clear and persuasive between managers and employees, and employees and customers, then other vital goals are forever out of reach. Say goodbye to your aspirations for successful leadership, teamwork, customer service, or even the ability to execute a coherent business strategy.

If you want to bring about meaningful improvements in communication skills, the best way to begin is to build a better understanding of personal communication styles and their effects on other people. *What's My Communication Style?* is a proven training assessment that identifies an individual's dominant communication style - Direct, Spirited, Considerate, or Systematic - and the communication behaviors that distinguish it.

Part of the bestselling HRDQ Style Series, the communication assessment and its supporting materials provide a practical and easy-to-use language that enables lasting insights into how to gain mastery over one's own communication behavior and how to interpret the behavior of others - in any situation. What's My Communication Style is a powerful centerpiece for management development and interpersonal skills training.



3. Bridging the Communication Divide

Bridging the Communication Divide is an experiential game that explores the impact personality style has on communication. These communication skills activities introduce a practical communication style model that helps people to make improvements to their communication skills

Bridging the Communication Divide is a stand-alone activity. It is also a great companion game to the best-selling assessment *What's My Communication Style?*

Buy both and expand the learning!

Learn More

by The HRDQ Development Team

Have you ever wondered why it's so easy to work with some people yet so painful to collaborate with others? Well, it has just about everything to do with personality style. It's the main reason some people can establish immediate rapport, and it can be the root cause conflict too. But now there's a fun and effective solution that will clear the road to effective communication.

Your blueprint for effective communication.

Not your ordinary communication training program, *Bridging the Communication Divide* is an adventurous role-play game that lifts participants out of their everyday, four-walled environment and immerses them in a powerful combination of learning and practice. There isn't a better tool for exploring—or experiencing—personality style and how it shapes the way people interact. From identifying 'Who am I?' and learning the ins-and-outs of personality to discovering how to flex your style and building an action plan for improvement, *Bridging the Communication Divide* is full-distance learning. As a trainer, you will witness an amazing transformation happen between Parts One and Two!

Learning Outcomes

Understand the four principle communication styles

Recognize each style's strengths and trouble spots

Learn how communication styles are perceived by others

Discover how to flex one's style to better communicate with others

The *Bridging the Communication Divide* Complete Game Kit is packed with all of the tools you need to plan for and deliver a learning experience that achieves immediate results, from a comprehensive facilitator guide and takeaway participant workbooks to reusable game parts, support materials, a professional Microsoft® PowerPoint® presentation, and more.

More than a year in the making, *Bridging the Communication Divide* is the latest in a long line of classic games HRDQ has produced, including Tall Ships, Jungle Escape, and the award-winning Mars Surface Rover.

With the tried and true HRDQ Style Series Model serving as the overarching framework of *Bridging the Communication Divide* (the same model that is responsible for the development of more than one million people), the adventure starts when participants—a group of Peace Corps volunteers—are dropped into a remote location with a mission to build a bridge. Working in two teams, they must use sound communication with each other and their partner teams to complete the construction. But little do they know their teams are made up of opposing personality styles—and that's when the real challenge begins. Teams debrief after their first attempt at building the bridge, recognizing that certain behaviors made the task difficult to complete. Before they are asked to make a second go at building the bridge, they are introduced to the HRDQ Style Model and its four personality styles: *Direct, Spirited, Considerate, and Systematic*. Participants learn about the strengths and trouble spots associated with each style, and discover how they can “flex” their behavior to improve interactions. Now with new skills in their pockets, they attempt the exercise yet again, this time with much greater potential for success. You'll be amazed at the marked difference in communication between Parts One and Two of the game. Trainer certification is not required to facilitate *Bridging the Communication Divide*. The game is delivered complete with all of the tools you need to prepare for and deliver the 3.5-hour experiential learning experience for two or four teams of 4-6 participants each. Most materials are reusable; additional participant workbooks and game packs are available for individual purchase.

Uses and Applications

Bridging the Communication Divide is an excellent way to introduce, explore, and understand communication styles. Use it as a standalone 3.5-hour activity or a complement to the HRDQ Style Series assessments such as *What's My Communication Style?*

It's also extremely useful for:

Intra- and inter-team development

Supervisory skills training

Individuals or teams experiencing communication breakdowns



4. What's My Coaching Style?

Understanding personal style is the first step to developing successful coaching relationships. By responding to the 18-item What's My Coaching Style? inventory and receiving feedback from coachees, participants identify their personal style and build an understanding of the people they coach.

What's My Coaching Style? is coaching assessment for management development that measures personality style and explores how it relates to coaching and interpersonal relationships. Coaches and managers identify and understand personality traits, learn how to capitalize on personal strengths, and minimize potential weaknesses.

Accurate, easy to use, and apply, the coaching assessment measures an individual's preference for one or more basic behavioral styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*. With this knowledge, individuals can better understand why they behave the way they do, learn how to adapt their behavior to improve interpersonal relationships, develop rapport, and ultimately, become more effective coaches.

The *What's My Coaching Style?* assessment starts with an 18-item inventory that takes approximately 10 minutes to complete. Each of the 18 items is a pair of statements. With a limit of 5 points, assessment-takers distribute points between the two statements in each pair - indicating the degree to which they feel the work describes their behavior. Scoring the assessment reveals a "My Coaching Style Profile" and a dominant preference for one or more four personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*.

In addition to the self-assessment, the *What's My Coaching Style* Feedback Form allows individuals to gauge how they are perceived by those they coach. It is particularly useful in the early stages of a coaching relationship.

If you are planning to use *What's My Coaching Style* in a business coach training session, we recommend you allow approximately 1 hour for interpretation of scores, topic discussion, debrief, and action planning.

The Facilitator Guide also offers an easy-to-follow workshop outline that expands *What's My Coaching Style* into a 1.5-hour program.

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Learning Outcomes

- Identify personal preference for one of four behavioral styles
- Develop an awareness of personal behavior patterns
- Learn how one is viewed by those he or she coaches
- Create an action plan to immediately apply in the workplace

What's My Coaching Style is appropriate for anyone to use for both personal and management development. The assessment can be used as a standalone training assessment, or it can be incorporated into a more comprehensive coaching skills training program.



5. What's My Leadership Style?

What's My Leadership Style helps participants learn their preference for one of four styles and find out how to adapt each style to different situations. Ideal for training anyone who needs to influence others towards achieving a goal.

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Total Items: 7



6. What's My Learning Style?

Discover how to approach all types of learning in a comfortable way with What's My Learning Style? Participants identify a preference for one of 4 styles. The instrument presents both positive and negative aspects of each style, enabling individuals to use this knowledge to create greater success in learning.

by Mary Blitzer Field

What's My Leadership Style? is a management development and leadership style assessment that identifies leadership style and helps organizational leaders, managers, and supervisors improve performance and become effective leaders.

Part of the best-selling HRDQ Style Series, *What's My Leadership Style?* is a validated assessment that quickly and accurately identifies a preference for one of four behavioral patterns based on measures of assertiveness and expressiveness: *Direct*, *Spirited*, *Considerate*, or *Systematic*.

With increased awareness of their personal style and a practical mental framework to build upon, aspiring leaders can assess and adjust their own actions, interpret the behavior of others, and improve their ability to win hearts and minds in any situation calling for effective leadership.

Free Downloads

Theoretical Background HRDQ Style Series Guide

What's My Leadership Style? starts with a leadership style assessment in which individuals are given 20 pairs of actions relating to leadership behavior. With a limit of 5 points, assessment-takers distribute points between the two actions in each pair - indicating the degree to which they prefer either action when acting as a leader. The result of scoring the assessment is the identification of one's preferred leadership style: *Direct*, *Spirited*, *Considerate*, or *Systematic*.

Completing the assessment requires approximately 10 minutes.

After the leadership style assessment has been scored, we recommend you allow approximately 1 hour for interpretation of scores, topic discussion, debrief, and action planning. The Facilitator Guide also offers an easy-to-follow workshop outline that expands *What's My Leadership Style* into a 2-hour program.

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Learning Outcomes

- Identify personal leadership style
- Learn how to capitalize on style strengths
- Discover how to minimize style trouble spots
- Learn how to "flex" personal style to interact most effectively with others

What's My Leadership Style is ideal for training anyone who needs to influence others towards achieving a goal, and it is appropriate for both new and experienced leaders. The leadership style assessment can be used as a standalone training instrument, or it can be incorporated into a more comprehensive program on leadership. It makes an effective component in training programs for a variety of topics, including leadership, management, and supervisory skills.



7. What's My Selling Style?

What's My Selling Style? helps salespeople analyze how they typically behave in a sales situation, identify their customers' styles, and learn how to flex their own style to match their customer. With increased awareness and flexibility, salespeople can use style to maximize sales and rise above the competition.

by Stephanie McBrier Hannett

A Sales Personality Test

What makes one salesperson successful and another unsuccessful? Popular books target characteristics such as ambition, initiative, self-confidence, tact... the list goes on. The common

thread? Personality! Whether or not salespeople are aware of it, their personality shines through every interaction.

Salespeople who know their own personal selling style and are able to flex it to match their clients' personal style are more successful than those who don't. *What's My Selling Style?* is a quick and easy way for salespeople to identify personal style, pinpoint their clients' styles, and then make adjustments where necessary.

Selling-Style Assessment

Learning Outcomes

- Identify one of 4 personal selling-style preferences
- Understand how to leverage style strengths and avoid trouble spots
- Learn the clues to determine customers' personal styles
- Discover how to adjust to match the customer's style
- Find out how to sell to any personal style

Free Downloads

Style Series Guide Theoretical Background

What's My Selling Style starts with a 20-item self assessment that takes approximately 10 minutes to complete. Individuals complete each sales-related statement with the word or phrase that best describes their typical approach to sales. Scoring the assessment reveals a "My Selling Style Profile" and a dominant preference for one or more four personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*.

If you are planning to use *What's My Selling Style* in a classroom training session, we recommend you allow approximately 1 hour for interpretation of scores, topic discussion, debrief, and action planning. The *What's My Selling Style* Facilitator Guide includes everything you need to lead a successful training session from comprehensive background information and activities, to reproducible handouts and even a professional PowerPoint presentation. The Facilitator Guide also offers an easy-to-follow workshop outline that expands *What's My Selling Style* into a 1.5-hour program.

Uses for this assessment

What's My Selling Style is appropriate for anyone to use for both personal and management development. The assessment can be used as a standalone training assessment, or it can be incorporated into a more comprehensive sales or negotiating training program.

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Download Free Resources

What's My Selling Style Online Assessment Center Credit

Price 30.00 Euro
Online Assessment



8. What's My Style?

By responding to a simple 18-item inventory, participants will learn their preference for one of four basic behavioral styles, how a preferred style affects behavior, and how to capitalize on strengths/combat weaknesses to create greater success in their lives. *What's My Style?* is a personality style assessment for management development training. Individuals identify personality style, improve their people skills, learn how personality drives behavior and improve interpersonal interactions.

Learning Outcomes

- Pinpoint one of four style preferences
- Discover how style affects behavior
- Recognize the strengths and weaknesses of each style
- Learn how to interact with different styles

Free Downloads

Style Series Guide Theoretical Background Webinar | Personality Style at Work

What's My Style? starts with a style assessment in which individuals are given 18 pairs of adjectives. With a limit of 5 points, assessment-takers distribute points between the two adjectives in each pair – indicating the degree to which they feel the word describes their behavior. Scoring the assessment reveals a “My Style Profile” and a dominant preference for one or more four personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*. Completion of this assessment will require approximately 10 minutes.

If you are planning to use *What's My Style* in a classroom training session, we recommend you allow approximately 1 hour for interpretation of style assessment scores, topic discussion, debrief, and action planning. The Facilitator Guide also offers an easy-to-follow workshop outline that expands *What's My Style* into a 2-hour program.

What's My Style is appropriate for anyone to use for both personal and management development. The style assessment can be used as a standalone training assessment, or it can be incorporated into a more comprehensive training program. It makes an effective foundation component for a variety of soft skills training topics, including communication, leadership, team building, and supervisory skills.

If you are familiar with the MBTI or DISC assessments, you will find that *What's My Style* is a practical and easy-to-use alternative style assessment.

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9. What's My Team Member Style?

The 18-item assessment helps individuals evaluate how they typically behave on a team and the results reveal their preference for one of 4 team member styles. With increased awareness, they are able to appreciate other team members' contributions and address differences proactively. *What's My Team Member Style?* is a team building assessment that identifies team member personality style and develops the interpersonal skills needed for effective teamwork.

Easy to use and easy to apply, the assessment measures team member preferences for one or more basic behavioral styles: *Direct*, *Spirited*, *Considerate* and *Systematic*. *What's My Team Member Style* also includes a feedback component that gives individuals a sense of how they are viewed by others. Combining the self-assessment with peer perceptions enables individuals to better understand their behavior, learn how to adapt it to improve interpersonal relationships, develop rapport, and ultimately, become more effective team members.

Learning Outcomes

Identify personal team member style

Understand how to capitalize on style strengths and improve trouble spots

Identify the styles of fellow teammates

Plan how to take full advantage of the team's mix of styles

Realize how one is perceived by team members through peer feedback

The *What's My Team Member Style?* assessment starts with an 18-item inventory that takes approximately 10 minutes to complete. Each item is a pair of statements relating to team member behavior. With a limit of 5 points, assessment-takers distribute points between two statements in each pair – indicating the degree to which they feel each statement describes their behavior. Scoring the assessment reveals a “My Team Member Style Profile” and a dominant preference for one or more four personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*. In addition to the self-assessment, the *What's My Team Member Style* Feedback Form allows individuals to gauge how they are perceived by others on their team.

If you are planning to use *What's My Team Member Style* in a classroom training session, we recommend you allow approximately 1 hour for interpretation of scores, topic discussion, debrief, and action planning. The Facilitator Guide also offers an easy-to-follow workshop outline that expands *What's My Team Member Style* into a 2-hour program.

What's My Team Member Style is appropriate for anyone to use for both personal and management development. The assessment can be used as a standalone training assessment, or it can be incorporated into a more comprehensive team building training program.

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10. What's My Time Style?

While traditional time-management systems take a one-size-fits-all approach, What's My Time Style? helps people identify their own personal time style and learn how to make that style work for them rather than against them. **Time Management Training 2nd Edition by Mary Blitzer Field**

What's My Time Style? is a quick and easy-to-use tool for identifying personal time management style. Based on the personality theories of Marston and Jung, the self-assessment measures an individual's preference for one or more of four basic behavioral styles: *Direct*, *Spirited*, *Considerate* and *Systematic*. With this knowledge, individuals learn how to make their style work to their advantage and better understand how to work with others who manage their time differently.

Learning Outcomes

Identify personal time management style

Learn how to capitalize on time management strengths

Understand how to avoid potential time management trouble spots

Improve interactions with others who have different time management styles

What's My Time Style? starts with a 21-item self-assessment that takes approximately 10 minutes to complete. Individuals choose the statement ending that most closely reflects the way they manage time. Scoring the assessment reveals a "My Time Style Profile" and a dominant preference for one or more four personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*.

What's My Time Style is appropriate for anyone to use for both personal and management development. The assessment can be used as a standalone training assessment, or it can be incorporated into a more comprehensive time management, meetings, project management or facilitating.

If you are planning to use *What's My Time Style* in a classroom training session, we recommend you allow approximately 1 hour for interpretation of scores, topic discussion,

debrief, and action planning. The Facilitator Guide also offers an easy-to-follow workshop outline that expands *What's My Time Style* into a 3.5-hour program



11. Personality Style Toolkit

The Personality Style Toolkit drives home the key learning points of the HRDQ Style Series assessments. This collection of 20 fast and fun training activities illustrates how personality style impacts key skills such as team building, communication, coaching, sales, and time management. There's no doubt that one of the best ways to drive home key learning points is through experience—and the *Personality Toolkit* does just that. From activities such as *Rocky Relationships* and *Stumbling Blocks* to *Style Charades* and *Four of a Kind*, here is the perfect companion learning tool to the ever-popular HRDQ Style Series assessments. This collection of 20 fast and fun training exercises uses such methods as self-reflection and role play to illustrate how personality style impacts key skills such as team building, communication, coaching, sales, and time management—*plus* answer the question, *how does my personality style affect me at work?*

The Personality Style Toolkit:

Provides your audience with a deeper understanding of personality style

Demonstrates how personality styles interact

Explores the role personality style plays in common workplace situations

Illustrates what happens when different styles meet—and how to avoid friction

The toolkit includes everything you need to pack a training experience with punch! First, the HRDQ Style model introduction gets you up to speed quickly, and then the activity matrix makes selecting an activity a snap. Facilitation is just as simple, with easy-to-follow instructions and downloadable handouts. Whether you're looking for a quick 10-minute exercise or an hour-long lesson, there's something for everyone—individuals, pairs, small groups of same or mixed styles, and even whole audiences.

Free Resources

Preview a sample activity

Use the *Personality Style Toolkit* with these bestselling HRDQ Style Series assessments:

What's My Coaching Style?

What's My Communication Style?

What's My Leadership Style?

What's My Learning Style?

What's My Selling Style?

What's My Style?

What's My Team Member Style?

What's My Time Style?

Product Type

Activities

Objective

To provide a deeper understanding of personality style

Time Required

10 minutes – 1 hour per activity

About the Author

With more than 20 years of experience, **Kate Ward** has an impressive track record in training development. Her career began as a manager of curriculum development for CareerTrack, where she authored programs, supervised a team of instructional designers, and facilitated training. She also served as the Senior Instructional Designer at TreeLine Training, responsible for leading the development of the core skills curriculum library. Kate is currently running her own company, working to create innovative training solutions for today's business needs.
ement.



12. Style Blinkies

HRDQ Style Blinkies People will "walk the talk" when they wear these fun buttons. HRDQ Style Blinkies are a fun and flashy takeaway for anyone who has completed an HRDQ Style Series assessment, such as the best-selling What's My Communication Style? and What's My Leadership Style? Light up the room with personality!

Style blinky? What's a blinky? They're the latest addition to the HRDQ Style Series, that's what they are. Cool, light-up buttons you can give to your audience as a learning takeaway. Everyone will enjoy wearing their personality "on their sleeve" - or any other part of their shirt. Blinkies are magnetic, so they're easy to display in workspaces and they won't harm clothing.

These buttons are fun, flashy, and your participants will want them!

But in all seriousness, Style blinkies aren't just about bling. They're an excellent way for participants to build rapport with others, build style awareness, engage in Style "talk," and hopefully serve as a friendly reminder that flexing one's style is the key to effectively interacting with others.



13. Playing with Style

Playing with Style Personal style and how it relates to communication, leadership, performance improvement, and organizational teams is a frequent topic of today's best-selling business and personal development books. But acquiring and mastering this knowledge can take years to understand and internalize through real-life experiences alone. **by Sivasailam "Thiagi" Thiagarajan and Tracy Tagliati**

Fast and Fun Card Games for Improving People Skills

From the Thiagi Group, *Playing with Style* is a collection of card games for employee and management development training. Improves the knowledge of personality style and interpersonal skills. Developed by Sivasailam "Thiagi" Thiagarajan and Tracy Tagliati of The Thiagi Group, these instructional games and training activities supplement the learning from the HRDQ Style Series, assessments that accurately identify individual personal styles. There's lots of buzz about personal style and how to capitalize on it. But acquiring and mastering this knowledge can take years through real-life experiences alone. *Playing with Style* is a collection of ten different training games and training activities that help individuals to quickly learn the common characteristics of each of the four personal styles in the HRDQ Style model: *Direct*, *Spirited*, *Considerate*, and *Systematic*. These training games and activities also help develop an understanding of the strengths and potential trouble spots associated with each style. Individuals quickly build fluency in the different personal styles so that they can improve interpersonal skills and interact more effectively with others. *Playing with Style* motivates people to take an active role in the mastery of personal styles. Game play ranges from one-player solitaire to large group activities, and most games can be played in less than 30 minutes.

The objective of the instructional games is to help individuals quickly build fluency in the different personal styles so that they can improve interpersonal skills and interact more effectively with others. *Playing with Style* motivates people to take an active role in the mastery of personal styles. The games provide a wide variety of interactive training activities and learning experiences.

The *Playing with Style* games are intended as supplemental learning and training activities to the HRDQ Style Series assessments. While it is possible to introduce the HRDQ Style Model using *Playing with Style*, it is most helpful to participants to have a working knowledge and understanding of their preferred dominant style and the basic characteristics of each of the four styles. The games are an excellent follow up to any of the titles in the HRDQ Style Series.

Playing with Style includes 10 card games plus an additional bonus game you can use as an ice breaker or closing activity. Based on classics such as poker, rummy, and bluff, game play ranges from one-player solitaire to large group activities.

Each game takes approximately 15 – 30 minutes to facilitate and play. The choice is yours – play one, play some, or play them all. We guarantee the games will be the hit with any audience. Participants will leave the session prepared to transfer the learning to the workplace and put their newly-acquired knowledge into immediate action.

Theory and Development

Playing with Style was developed by world-renowned training game developer, Dr. Sivasailam “Thiagi” Thiagarajan and Tracy Tagliati of The Thiagi Group. Using their experience and expertise in the field of instructional games and training activities, *Playing with Style* was developed as a supplemental learning tool to the HRDQ Style Series assessments.

The power behind *Playing with Style* and the HRDQ Style Series products lies in the simple but effective model for understanding human behavior. Based on the proven personality theories of Marston and Jung, the model identifies two basic dimensions of personal style: Assertiveness and Expressiveness. Assertiveness is the effort a person makes to influence or control the thoughts or actions of others. Expressiveness is the effort that a person makes to control his or her emotions and feelings when relating to others. Combining the two dimensions results in a four-quadrant model with four unique personal styles: *Direct*, *Spirited*, *Considerate*, and *Systematic*. The simplicity of the HRDQ Style Model is easy for trainers to facilitate and memorable for employees and managers to apply.

Uses for the Game

Playing with Style is an excellent way to expand, enhance, and reinforce the learning gained from the HRDQ Style Series training assessments. Here are just some of the ways you can use the instructional games for classroom-based training:

Introduction to any Style Series assessment

Standalone training activities

Ice breakers

Energizers

Refresher games

Component of a management development workshop or training program

Follow up to any Style Series assessment



14. StylePlay Add

StylePlay Add excitement and impact to your style training with StylePlay - 12 Group Card Games. These quick, energizing games reinforce learning and build awareness in a fun, nonthreatening manner. Each of the games allows participants to identify and better understand their preferred styles.

Add excitement and impact to your style training with StylePlay - 12 Group Card Games. These quick, energizing games reinforce learning and build awareness in a fun, nonthreatening manner.

Learning Outcomes

Understand the four personality styles

Learn how the four styles interact

Practice interacting with those of similar and different personality styles

Understand the strengths and weaknesses of each style

Theory

StylePlay - 12 Group Card Games and the other titles in the *HRDQ Style Series* are based on the well-known research and personality theories of psychologists Carl Jung, William Moulton Marston, and others. Most research has identified two basic dimensions of style, which we refer to as assertiveness and expressiveness. Assertiveness is the effort a person makes to influence or control the thoughts or actions of others. Expressiveness is the effort that a person makes to control his or her emotions and feelings when relating to others.

How it Works

Each *StylePlay* card displays an adjective describing a characteristic that people usually demonstrate in daily interactions. Participants can take part in 12 different card games - or the facilitator can create a new game with the *StylePlay* cards. Each of the games allows participants to identify preferred styles - either their own, those of other participants, or those of famous people.

StylePlay - 12 Group Card Games can be used alone, in combination with any *Style Series* title, and with other training products. The Facilitator Guide features a brief overview of the Style Theory that is the basis of the games and the other *Style Series* instruments. In addition, Debriefing Questions and Key Learning Points are provided to help facilitators draw significance and participants to gain deeper insights.

Uses for StylePlay

Provide stand-alone activities such as ice breakers and energizers

Incorporate into a learning experience on teamwork, leadership, or communication

Include as an introduction or follow-up to *What's My Style?* and all the other *Style Series* titles

What to Order

For 8-12 participants, order one Complete Game, which includes a Facilitator Guide. For additional players, order an Extra Card Deck.

Complete Game includes:

2 reusable decks of 48 cards each

Sturdy game case

Facilitator Guide (featuring an overview of Style Theory, instructions for conducting 12 group games, administrative guidelines, Debriefing Questions, and Key Learning Points)

II. Online Assessments for Organizations & Groups – (English vesion)



Effective Employee Skills & HR Assessment Tools

Gone are the days of HR assessments where you mail pre-work to participants, shuffle paperwork, and tabulate scores in your head. Now there is a streamlined solution that will

transform the way you prepare for and deliver training with online assessments, whether your audience is 20 or 2,000.

Welcome to the DEKON HR Assessment Center, our online portal that gives you complete control over the entire employee skills assessment process, from purchasing and distribution, to administration, scoring, and data management, all with just a few clicks of a mouse.

Our online employee assessment tools help you identify all the necessary strengths and weaknesses of current or prospective employees with ease. Whether you're looking to determine the capabilities of a true leader within a group, or just want to filter for soft skills like communication, leadership, and negotiating, you can count on every HRDQ employee skills assessment to deliver.

As a trainer, your HRDQ Assessment Center account enables you to:

- Distribute HR assessments instantaneously to a global audience
- Centralize data collection and management
- Manage and track the participant progress and completion
- Access scores immediately and control the release of results
- Provide full-color reports to your audience
- Print results on demand

Employee training benefits include:

- 24/7 access to a secure personal account
- The ability to complete assessments from any location, at any time
- Automatic scoring and instant results
- Personalized, full-color interpretive reports

The DEKON HR Assessment Center makes handling all of your different online employee assessment projects easy and efficient. Create new projects and surveys, get instant updates on participant progress, send invites to new participants, set reminders, and manage all activity from a simple, streamlined interface. Our employee assessment tools were designed to be accessible for all skill levels to operate, and we're always available to answer any questions that may arise throughout the process.

Best of all, when you choose DEKON HR as your source for HR assessments, you'll be selecting a proven, trusted developer and publisher in the field for over 30 years. Our exercises reveal deeper insights into the capabilities of new candidates and your team, and give you actionable results you can use to grow your enterprise. Get started today, and see the state of your organization or group with data-driven precision.



1. Accountability Experience Online Assessment Center Credit

PRICE 30 Euro + VAT

The Accountability Experience combines a self-assessment and a one-day workshop to allow employees to feel more in control of outcomes and improve key work relationships. In this workshop, learners will discover the benefits of individual accountability and the strategies to make it happen.

An Assessment Center Account for Group is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Online Assessment Details

This 73-item self-assessment measures a participant's scores in four main areas: personal responsibility, personal accountability, team empowerment, and perception of organizational culture. Utilizing the results and feedback, participants can learn how to change their mindset and behaviors to improve their overall performance and outlook.

Contents

- Personalized Full Color report
- Introduction
- Results Interpretation
- Report Summary
- Item Level Report



2. Becoming A Customer Service Star Online Assessment Center Credit

PRICE 30 Euro + VAT

You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Assessment Contents:

- Assessment
- Interpretive guide
- Action planning
- Full color report



3. Benchmarks of Team Excellence - Online Assessment Center Credit for Groups

PRICE 160.00 + VAT

Get the tool that measures a higher level of team functioning. Benchmarks of Team Excellence reveals important information about the experience and attitudes of those who know the team best - the team members. Benchmarks will help you measure the extent to which teams possess the 6 indicators of excellence:

- Alignment
- Team Effectiveness
- Empowerment
- Passion
- Commitment

Results



4. Benchmarks of Team Excellence Online Assessment Center Credit

PRICE 30 Euro + VAT

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

An Assessment Center Account for Group is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*



5. Change Reaction Online Assessment Center Credit

PRICE 30 Euro + VAT

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Assessment
- Interpretive information
- Action planning

- Full color presentation



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6. Comprehensive Leader - Online Assessment Center Credit with Feedback Report

PRICE 50 Euro + VAT

Includes 1 credit for one Comprehensive Leader 180 Online: One self assessment and a report for feedback for an unlimited number of raters.

You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Assessment Includes:

- A Model of Comprehensive Leadership
- Comprehensive Leadership Dimensions
- Understanding Your Leadership Profile
- Taking Action to Continue Learning



7. Conflict Strategies Inventory 3ed - Online Assessment Center Credit

PRICE 30 Euro + VAT

Conflict Strategies Inventory is a soft-skills training program on conflict management strategies, based on the Blake and Mouton Styles Grid. The assessment identifies an individual's preferred conflict strategy, examines each strategy, and enables individuals to develop an action plan to put learning into action.

In about 25 minutes this self-assessment, also available in a paper version, presents individuals with real world situations and identifies a preference for one of five basic conflict strategies. Scores create a personal Conflict Strategies Profile. We recommend adding a participant workbook for more comprehensive learning.

Includes a credit for one *Conflict Strategies Inventory* online self-assessment.

- Personalized, full-color interpretive report
- Conflict Strategies Profile
- Interpreting Your Results
- The Ten Conflict Situations

Purchase one per individual. Quantity discounts available.



8. Conflict Strategies Inventory 3ed - Online Self-Study Assessment Center Credit

PRICE 32 Euro

Conflict Strategies Inventory is a soft-skills training program on conflict management strategies, based on the Blake and Mouton Styles Grid. The assessment identifies an individual's preferred conflict strategy, examines each strategy, and enables individuals to develop an action plan to put learning into action.

Order one Online Self-Study Assessment per individual.

Participants will complete the assessment on an individual, self-guided basis, and it will be scored automatically. They'll receive detailed, personalized reports, and the assessment can be used for individual coaching.

- The Conflict Strategies Model
- Personalized, full-color interpretive report

- Conflict Strategies Profile
- Interpreting Your Results
- The Ten Conflict Situations and the result of each option
- An Example of the Integrating Strategy in action
- Appropriate uses for each of the five strategies



9. Cross-Cultural Adaptability Inventory - Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations. You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Awareness of our own cultural identities and experiences is the first step in becoming more effective cross-culturally.

The *Cross-Cultural Adaptability Inventory* Self-Assessment compares an individual's scores on the four CCAI dimensions and will help identify strengths and weaknesses when it comes to interacting with other cultures. The purpose of this inventory is to help assess an individual's adaptability to living in another culture and to interact effectively with people of other cultures. A computer-scored profile automatically generates the feedback report. The CCAI Self-Assessment takes approximately 20 minutes to complete and score.

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please Contact us to set up your account today. A one-time fee will be applied for account set-up.



10. Emotional Intelligence Skills Assessment – Online Multi-Rater Assessment Center Credit

PRICE 125Euro

Purchase one credit per participant. Each credit includes the self-assessment, rater assessment, interpretive report, and the online participant workbook. ***Feedback from a minimum of three raters in each of the peer and direct report categories is required to generate a report. This limitation is in place to protect rater anonymity.***

Assessment Contents:

- The EISA Advantage
- Using the EISA: 360
- About the Scoring
- Your EISA: 360 Results Summary
 - Areas of Greatest Consistency and Greatest Opportunity
 - Individual Factor Results
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing



11. Emotional Intelligence Skills Assessment Online Assessment Center Credit

PRICE 45 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available,*

starting at 50 units per purchase.)

Assessment Contents:

- 50-item Assessment
- Auto-Scored Interpretative Report
- The Five Factors of Emotional and Social Intelligence
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing



12. Emotional Intelligence Skills Assessment Online Assessment Center Credit with Digital Workbook

PRICE 68 Euro

Includes 1 credit plus downloadable Participant Workbook for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- 50-item Assessment
- Auto-Scored Interpretative Report
- The Five Factors of Emotional and Social Intelligence
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing

Participant Workbook Table of Contents:

- Introduction and Overview
- What is Emotional Intelligence and Why is it Important at Work?

- The Five Factors of Emotional Intelligence
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing
- Understanding Your Results
- Developing Your Emotional and Social Skills
- Development Exercises for each of the 5 EI Scales
- Development Strategies for each of the 5 EI Scales



13. Employee Engagement Management Inventory Online Assessment Center Credit with Feedback Report

PRICE 80 Euro

New! Online 180-degree assessment

Help managers to identify their susceptibility to the three primary causes of job misery with the *Employee Engagement Management Inventory*. The *EEMI 180* is an observer-based tool for the manager's direct reports. Participants will use the feedback from the 180-degree assessment to identify their strengths and weaknesses in terms of the Three Signs (of a Miserable Job). The 36-item assessment targets those individuals best suited to revitalize and revolutionize their workplaces: managers. It helps managers identify their susceptibility to the three primary causes of job misery and assess their weaknesses and their strengths.

Key Take-aways

- Facilitator will receive a customized report that reviews the Three Signs model and reveals the 180-degree results.
- The report highlights performance on an easy-to-read stoplight scale of red-yellow-green.
- Initial results will provide a baseline for a manager's behaviors in relation to the Three Signs.

The assessment is designed for employees with direct reports. A rating from a minimum of

three direct reports is required to generate the report. This limitation is in place to protect rater anonymity.



14. Extraordinary Team Inventory (ETI)

PRICE 130 Euro

The *Extraordinary Team Inventory (ETI)* is an online team assessment that measures the Five Indicators of Extraordinary Teams: *Compelling Purpose, Embracing Difference, Full Engagement, Strengthened Relationships, and Profound Learning*. The combined results of the 25-item inventory produces a full-color Team Profile that serves as the basis for the half-day workshop. The team assessment takes approximately 15 minutes to complete and we recommend you allow an hour for interpretation and group discussion.

The foundation for the half-day workshop, the ETI is administered to team members through HRDQ Assessment Center portal. A full-color, detailed report is delivered electronically to the facilitator/administrator when complete.

Order one online team assessment per team. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one team, regardless of the number of team members.



15. Get Fit For Coaching Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Assessment
- Interpretive information
- Action planning
- Full color presentation



16. Get Fit For Coaching Online Assessment with Feedback Report

PRICE 80 Euro

Includes 1 credit for one Get Fit For Coaching 180 Online

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Includes:

- Coaching Warm-up
- Your Coaching Competencies Profile
- Flexing Your Coaching Muscles
- The Benefits of Coaching - Building Rapport

- Observing and Analyzing
- Questioning and Listening
- Providing Feedback
- Facilitating Learning



17. Group Development Assessment Online Assessment Center Credit

PRICE 30 Euro

The *Group Development Assessment (GDA)* gives groups the opportunity to evaluate how they are currently functioning in the two major dimensions of behavior - task and process. Upon completion of the assessment, team members can share their individual results and manually create a team profile to get a clear, comprehensive picture of group development.

Assessment Credits for Groups

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person. a one-time set-up fee.

[Click here to learn more.](#)

Assessment Contents:

Assessment, Interpretative information, Group Development Assessment Profile, Using Your GDA Results.



18. Interpersonal Influence Inventory Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Personalized, full-color report
- Results of assessment
- The Interpersonal Influence Model
- Your Interpersonal Influence Profile
- Introduction
- What is Influence Style
- What is Assertiveness?
- Assertive Behavior
- Passive Behavior
- Concealed Aggressive Behavior
- Openly Aggressive Behavior
- Factors Affecting Influence Style
- Reflection Questions



19. Leadership Unlimited Profile Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available,*

starting at 50 units per purchase.)

Assessment Contents:

- *Leadership Unlimited Profile Report*
- Understanding the *Leadership Unlimited Profile*
- Your Results
- Behavior Implications
- Enhancing Your Leader Effectiveness (Action Tips)
- *Leadership Unlimited Profile Development Plan*



20. Leading Change at Every Level Online Assessment Center Credit

PRICE 30 Euro

Includes a credit for one *Leading Change at Every Level* online self-assessment. Purchase one per individual. Requires an HRDQ Assessment Center account. Please [click here](#) if you are purchasing a single assessment for self-study or evaluation purposes.

Includes

- Why More People Must Lead Change
- The Five Dimensions of Leading Change
- Your Effectiveness at Leading Change
- Profile Your Overall Effectiveness at Leading Change Score
- Modeling the Change
- Communicating about the Change
- Involving Others in the Change
- Helping Others Break from the Past
- Creating a Supportive Learning Environment
- Action Planning



21. Learning Styles Questionnaire Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Personalized, full-color report
- Results of 80-item assessment
- Your Learning Style Scores
- Learning and the Importance of the Individual
- The Learning Cycle
- Learning Styles
- Learning Style Strengths
- Learning Style Weaknesses
- Reflection Questions



22. Learning to Listen 3ed - Online Assessment Center Credit

PRICE 30 Euro

Learning to Listen is a communication assessment and soft-skills training program that measures both visible and invisible listening skills. This listening skills test helps individuals to develop

their strengths and improve upon their weaknesses so they are better equipped to handle customer complaints, negotiate contracts, manage teams, and more. *Learning to Listen* is a great foundation for any communication skills training program.

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person.

Individuals are presented with an inventory of 30 listening-related statements. Results reveal scores in three dimensions of listening.

- 30-item online inventory
- Personalized, full-color report
- Your Results
- Listening Dimension Profile
- Listening Effectiveness Scale
- Interpreting Your Results
- Understanding the Assessment



23. Learning to Listen 3ed - Online Self-Study Assessment Center Credit

PRICE 32 Euro

Learning to Listen is a communication assessment and soft-skills training program that measures both visible and invisible listening skills. This listening skills test helps individuals to develop their strengths and improve upon their weaknesses so they are better equipped to handle customer complaints, negotiate contracts, manage teams, and more. *Learning to Listen* is a great foundation for any communication skills training program.

Order one Online Self-Study Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the self-study version of the Learning to Listen online assessment to one person.

Individuals are presented with an inventory of 30 statements that takes approximately 10 minutes to complete. Results reveal scores in three dimensions of listening. This version of the online assessment features tools to enable self-directed learning, including comprehensive interpretation of results, the Listening Model, a review of responses, and ways to improve performance.

Contents:

- Introduction
- Why is Listening Important
- Common Barriers to Listening
- The Listening Model
- Your Results
- Listening Dimensions Profile
- Listening Effectiveness Scale
- Helping the Listener
- Putting it All Together



24. Legacy Leadership Competency Inventory Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- 50-item Self-Rated Assessment
- Participant Report
- The Legacy Leadership Model
- How Did I Do Overall?
- How Did I Do in Detail?
- How Do I Create a Plan to Improve?
- Development Plan

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*



25. Legacy Leadership Competency Inventory Online Multi-Rater Assessment Center Credit

PRICE 153 Euro

Multi Rater Assessment for Legacy Leadership Competency Inventory (LLCI)

Purchase one credit per participant. Each credit includes the self-assessment, rater assessment, and interpretive report.

Feedback from a minimum of three raters in each of the peer, direct report, and other categories is required to generate a report. This limitation is in place to protect rater anonymity.

Assessment Contents:

- 53-item Multi-Rater Assessment
- Participant Report
- The Legacy Leadership Model
- Legacy Leadership Summary
- Plot of Your Raw Scores
- Best Practice and Question Scores
- What Are The Strengths That This Leader Holds?
- What Behaviors Make This Leader Less Effective?
- How Might This Leader Be More Effective?
- Strength and Blind Spot Analysis for Direct Reports
- Strength and Blind Spot Analysis for Peers
- Strength and Blind Spot Analysis for Manager
- Strength and Blind Spot Analysis for Others
- Development Plan

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*



26. Mastering the Change Curve Online Assessment Center Credit

PRICE 30 Euro

Multi Rater Assessment for Legacy Leadership Competency Inventory (LLCI)

Purchase one credit per participant. Each credit includes the self-assessment, rater assessment, and interpretive report.

Feedback from a minimum of three raters in each of the peer, direct report, and other categories is required to generate a report. This limitation is in place to protect rater anonymity.

Assessment Contents:

- 53-item Multi-Rater Assessment
- Participant Report
- The Legacy Leadership Model
- Legacy Leadership Summary
- Plot of Your Raw Scores
- Best Practice and Question Scores
- What Are The Strengths That This Leader Holds?
- What Behaviors Make This Leader Less Effective?
- How Might This Leader Be More Effective?
- Strength and Blind Spot Analysis for Direct Reports
- Strength and Blind Spot Analysis for Peers
- Strength and Blind Spot Analysis for Manager
- Strength and Blind Spot Analysis for Others
- Development Plan

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Already have an account?

Please click here to log in to the Assessment Center now.

Not administering to a group?

If you are a single user, or are purchasing for a single user, please click here for the self-study version of the assessment.



27. Matrix Manager Inventory Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- 40-item inventory
- Scoring the Matrix Manager Inventory
- Interpreting Your Scores
- Your Overall Scores
- Your Category-Specific Scores



28. Negotiating Style Profile Online Assessment Center Credit

PRICE 30 Euro

Includes a credit for one *Negotiating Style Profile* online self-assessment. Purchase one per individual. Requires an HRDQ Assessment Center account.. Quantity discounts available.

Assessment Contents:

- The Model of Negotiating Styles
- Five Characteristic Negotiating Styles

- Your Negotiating Style Profile
- Defeat Style of Negotiating
- Withdraw Style of Negotiating
- Accommodate Style of Negotiating
- Compromise Style of Negotiating
- Collaborate Style of Negotiating
- Which Style is preferred?
- Interpersonal Skills of the Collaborative Negotiator
- Conducting a Collaborative Negotiation
- Action Planning
- References
- About HRDQ



29. Negotiating Style Profile Online Assessment Center Credit with Feedback Report

PRICE 45 Euro

Includes 1 credit for one Negotiating Style Profile 180 Online Feedback: one self assessment and a report for feedback from up to nine peers.

Feedback from a minimum of three raters is required to generate the report. This limitation is in place to protect rater anonymity.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Model of Negotiating Styles
- Five Characteristic Negotiating Style
- Your Negotiating Style Profile
- Defeat Style of Negotiating
- Withdraw Style of Negotiating
- Accommodate Style of Negotiating
- Compromise Style of Negotiating
- Collaborate Style of Negotiating

- Which Style is Preferred?
- Interpersonal Skills of the Collaborative Negotiator
- Action Planning

Online Feedback includes:

- The Model of Negotiating Styles
- Five Characteristic Negotiating Styles
- Your Negotiating Style Profile
- Defeat Style of Negotiating
- Withdraw Style of Negotiating
- Accommodate Style of Negotiating
- Compromise Style of Negotiating
- Collaborate Style of Negotiating
- Which Style is Preferred?
- Interpersonal Skills of the Collaborative Negotiator
- Conducting a Collaboration Negotiation
- Action Planning
- References
- About HRDQ



30. Neurolinguistics Communication Profile Online Assessment Center Credit

PRICE 25 Euro

ou will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Introduction
- Interpreting Your Scores
- Your Overall Communication Profile

- Rapport – The Key to Effective Communication
- Applying What You've Learned
- References
- About the Authors



31. Personal Style Inventory Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Introduction
- What Does the PSI Measure?
- Your Personal Style
- Sixteen Basic Personality Styles
- The PSI Dimensions
 - The Sensing-Intuition Pair (S/N): How You Perceive the World
 - Strengths and Trouble Spots – Sensing/Intuition
 - The Thinking-Feeling Pair (T/F): How You Make Decisions
 - Strengths and Trouble Spots – Thinking/Feeling
 - The Judging-Perceiving Pair (J/P): Your Attitude Toward Life
 - Strengths and Trouble Spots – Judging/Perceiving
 - The Extraversion-Introversion Pair (E/I): How you Orient Yourself to the World
 - Strengths and Trouble Spots – Extroversion/Introversion
- Some Questions to Help Deepen Your Analysis



32. Personality Style at Work Core Profile Online Assessment Center Credit

PRICE 45 Euro

Personality Style at Work (PSAW) is HRDQ's latest and most statistically accurate assessment. It's a simple, but highly effective tool that measures both the core behaviors that make-up an individual's style and the lens through which they choose to navigate their world.

You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Assessment Contents:

- Personalized, Full-color Report
- Your Core Profile
- Four Personality Styles
- Dimensions of Style: Assertiveness and Expressiveness
- Drivers of Style
- Your Personality Style Preferences
- Interacting with Other Personality Styles
- Applying What You've Learned



33. Personality Style at Work Core Profile Plus Assessment Center Credit

PRICE 50 Euro

Personality Style at Work (PSAW) is HRDQ's latest and most statistically accurate assessment. It's a simple, but highly effective tool that measures both the core behaviors that make-up an individual's style and the lens through which they choose to navigate their world. Purchasing this version of *PSAW* gives you the ability to generate a coaching report for each individual who takes the assessment.

The results of the assessment are presented in the form of a detailed report called the Core Profile, which is made available to the participant. Whilst the participant has completed the Core Profile, a Coaching Report can then be generated. The Coaching Report is intended *solely* for the coach and offers feedback and questions that will help guide the client through the process of interpreting and understanding their Core Profile in greater depth.

Assessment Contents

Two full-color reports, delivered separately and customized for each client that takes the assessment:

- Core Profile, indicating your client's:
 - Dominant Personality Style
 - Scores for each associated driver to the dominant style
 - Scores for each dimension of style: assertiveness and expressiveness
 - Dominant influencing driver
- Coaching Report, an ancillary document to the Core Profile containing not only the above results, but also:
 - feedback on all drivers and dimensions of the dominant style that includes a rating of green (supporting), orange (possible opportunity or potential issue), and red (emerging or existing trouble spot) for each driver and dimension
 - questions to help you engage your client, build rapport, and move the



34. Supervisory Skills Questionnaire 4ed - Online 180° Self-Study Assessment

PRICE 45 Euro

Supervisory Skills Questionnaire is the tool you need to equip supervisors with the skills they need to tackle the everyday challenges they face in the workplace. A trainer favorite for more than 15 years, this combination assessment, workbook, and half-day workshop targets five vital skills that shape a supervisor's work life. When supervisors are able to master these skills, they're well-prepared to balance the goals of the organization with the demands of their employees.

Order one Online 180° Self-Study Assessment for each supervisor in training. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the self-study version of the Supervisory Skills Questionnaire online 180° assessment to an unlimited number of the supervisor's employees.

a one-time set-up fee. [Click here to learn more.](#)

Do you already have an account? [Click here to log in to the HRDQ Assessment Center now.](#)

This set includes:

Self-Study Online 180° Assessment

Individuals are presented with an inventory of 30 supervisory situations that takes approximately 20 minutes to complete. Results reveal an overall score as well as subscores in each of the five supervisory skill areas. This version of the online assessment features tools to enable self-directed learning, including comprehensive interpretation of results, the Supervisory Skills Model, a review of responses, and ways to improve performance.

Contents

- Introduction
- The Role of the Supervisor
- Your Results
- Interpreting Your Results



35. Supervisory Skills Questionnaire 4ed - Online Assessment Center Credit

PRICE 30 Euro

Supervisory Skills Questionnaire is the tool you need to equip supervisors with the skills they need to tackle the everyday challenges they face in the workplace. A trainer favorite for more than 15 years, this combination assessment, workbook, and half-day workshop targets five vital skills that shape a supervisor's work life. When supervisors are able to master these skills, they're well-prepared to balance the goals of the organization with the demands of their employees.

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person.

A one-time set-up fee. [Click here to learn more.](#)

Do you already have an account? [Click here to log in to the HRDQ Assessment Center now.](#)

Online Assessment

Individuals are presented with an inventory of 30 supervisory situations. Results reveal an overall score as well as subscores in each of the five supervisory skill areas.

30-item online inventory

Personalized, full-color report

Introduction

Supervisory Skills Profile

Interpreting Your Results

Understanding the Assessment



36. Supervisory Skills Questionnaire 4ed -Online 180° Assessment

PRICE 45 Euro

Supervisory Skills Questionnaire is the tool you need to equip supervisors with the skills they need to tackle the everyday challenges they face in the workplace. A trainer favorite for more than 15 years, this combination assessment, workbook, and half-day workshop targets five vital skills that shape a supervisor's work life. When supervisors are able to master these skills, they're well-prepared to balance the goals of the organization with the demands of their employees.

This purchase adds a credit to your HRDQ Assessment Center Credit account that allows you to administer the online 180° assessment to an unlimited number of the supervisor's employees. a one-time set-up fee.

This set includes:

Online 180° Assessment

Individuals are presented with an inventory of 30 supervisory situations. Results reveal an overall score as well as subscores in each of the five supervisory skill areas.

Contents

- 30-item inventory
- Full-color, personalized report
- Introduction
- Supervisory Skills Profile
- Interpreting Your Results
- Understanding the Assessment



37. Team Effectiveness Profile Online Assessment Center Credit

PRICE 30 Euro

TEP assists teams to identify potential blockages to performance by measuring the extent to which teams engage in five categories of team effectiveness:

- Mission, Vision and Goals
- Team Roles
- Operating Processes
- Interpersonal Relationships
- Interteam Relationships

You can add any number of people (from a single team or business unit, for example) to a single assessment project. (Purchase one credit for each person.) Each person will receive their own, personalized report. Additionally, TEP offers the option of generating a group report, whereby individual results from one project are aggregated into a team or group score.

Comparing individual scores with the team profile is of particular benefit to a struggling or underperforming team. Individual contributors as well as team leaders can use the group profile along with the individual scores to identify gaps in how members of the team view performance. This can help isolate specific blockages on a team and open up a dialogue on what the team can do to move forward.

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person. a one-time set-up fee.

Online Team Assessment

- 50 Statement inventory
- Personalized full color report
- Interpretative Guide
- Group discussion questions and activities
- Action planning guide



38. Trust: The Ultimate Test Assessment Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Assessment
- Interpretive information
- Action planning
- Full color presentation



39. What's My Coaching Style Online Assessment Center Credit

PRICE 30Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Personalized, full-color report
- Understanding Coaching Style
- Assertiveness
- Expressiveness
- Your Coaching Style Profile
- Is There a Best Coaching Style?

- Your Style Strengths
- Your Style Trouble Spots
- Flexing Your Personal Style
- Applying What You've Learned



40. What's My Communication Style Online Assessment Center Credit

PRICE 30 Euro

ou will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Results of 24-item assessment
- Your Communication Style Profile
- Four Types of Communication
- Two Dimensions of Communication Style
- Communication Style Strengths
- Communication Style Trouble Spots
- Interacting With Other Communication Styles
- Applying What You've Learned



41. What's My Leadership Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Personalized, full-color report
- Results of 20-item assessment
- Understanding Leadership
- Understanding Leadership Style
- Your Leadership Profile
- Your Leadership Style Strength
- Your Leadership Style Trouble Spots
- Flexing Your Leadership Style
- Recognizing Others' Dominant Style
- Applying What You've Learned
- Comparative Data



42. What's My Learning Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Your Learning Style Profile

- What is Learning Style
- Four Learning Styles
- Is There a Best Learning Style
- Learning Style Strengths
- Learning Style Trouble Spots
- Learning Styles At A Glance
- Applying What You've Learned



43. What's My Selling Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- Your Selling Style
- What is Selling Style
- Four Selling Styles
- Selling Style Strengths
- Your Style Strengths
- Selling Style Trouble Spots
- Your Style Trouble Spots
- Identifying Different Styles
- Selling to Every Style
- Flexing Your Selling Style



44. What's My Style Online Assessment Center Credit

PRICE 30 Euro

ou will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Why Be Concerned About Style?
- Understanding Your Style
- Understanding Personal Style
- Assertiveness
- Expressiveness
- Your Style Profile
- Your Style Strengths
- Your Style Trouble Spots
- Flexing Your Personal Style
- Recognizing Others' Dominant Style
- Applying What You've Learned

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Already have an account?

Please click here to log in to the Assessment Center now.

Not administering to a group?

If you are a single user, or are purchasing for a single user, please click here for the self-study version of the assessment.



45. What's My Team Member Style? Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- What's My Team Member Style?
- Your Team Member Style Profile
- Individual Reflection and Action Planning
- Your Team's Style Profile
- Team Reflection and Action Planning

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Already have an account?

Please click [here](#) to log in to the Assessment Center now.

Not administering to a group?

If you are a single user, or are purchasing for a single user, please click [here](#) for the self-study version of the assessment.



46. What's My Time Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- What is Time Style
- Your Time Style
- Your Style Strengths
- Your Style Trouble Spots
- Time Management Behaviors in Different Interactions
- Capitalizing on Your Time Style
- Interacting with Different Time Styles
- Action Planning