

Assessment Instrument	Purpose	Response Format	Strengths	Time Requirement
Myers-Briggs Type Indicator (MBTI)	Identify and understand individual differences. Explore new ways to work and interact with others	Self assessment	Popular and frequently used assessment. Measures strength of 8 personality traits and profiles 16 personality types.	15-25 minutes to answer 93 items
The Attentional and Interpersonal Style Inventory (TAIS)	Assess concentration and communication skills and personality characteristics	Self assessment	Measures 20 different, performance relevant concentration skills and behavioral attributes.	Approximately 20 minutes to answer 144 items
The Birkman Method	Clarify strengths and effective behaviors, interests and goals, management styles, thinking styles, underlying needs, and stress behaviors	Self assessment	Robust report set for both individual and group data. Over 40 reports available 24/7 online to certified consultants. Lends itself well to teambuilding activities.	Approximately 30 minutes to respond to 298 items
Thomas-Kilmann Conflict Mode Instrument (TKI)	Measure five ways of dealing with conflict: competing, collaborating, compromising, avoiding, and accommodating	Self assessment	Used extensively for over 30 years to help people move beyond conflict and focus on achieving organizational goals and business objectives	Approximately 10 minutes to answer 30 items
TalentSmart Emotional Intelligence Appraisal	Provide an overall EQ score, as well as a score in each of the four EQ competencies: self awareness, self management, social awareness, and relationship management	ME self assessment MR multi-rater assessment	Intentionally brief, valid, and intuitive. Includes an online e-Learning and Goal Tracking system, tailored to the user's unique EQ profile.	7-10 minutes to answer 28 items
EQ-i and EQ-360	Provide results for Total EQ, as well as 5 competencies (Intrapersonal, Interpersonal, Stress Management, Adaptability, and General Mood) and 15 subscales.	EQ-i self assessment EQ-360 multi-rater	Used together, highlight any discrepancies between ratings from self and others. Offers development strategies and exercises.	Approximately 15-20 minutes to answer 125 items (self) or 88 items (others)
360 By Design	Provide feedback on competencies of leadership effectiveness. Customized instrument based on the leadership philosophies of The Soderquist Center.	Feedback survey completed by self, boss, superiors, peers, direct reports, and others	Addresses 19 competencies in the areas of managing self, leading others, and leading the organization. Provides participant with insights on how they are perceived by others.	Approximately 30 minutes to respond to 100 items
CMA Profiles	An investment in you and your career. The purpose is to identify strengths, developmental needs and developmental recommendations.	Multiple self assessments and an interview	Includes five questionnaires and an in-depth interview.	Approximately 3 ½ hours for the questionnaires and 1½ hours for the interview.