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Commonly-Used Assessments

Individual Assessments

Individual assessment instruments are combined to help the individual client develop a better understanding of his or her personal interests, values and competencies. The assessments also help the client to reflect on his or her personality, communication and leadership styles and their impact on how one might be perceived by others in the workplace.

Some of the more common individual assessments that we may use in working with our clients include:

Myers-Briggs Type Indicator (MBTI) Step II

This personality style inventory is one of the most widely used in the business world. It determines which of 16 equally valid personality types fits the executive. The Step II version also goes a step further than the standard version in providing additional subtype information. It helps the executive understand which way he/she gains energy (Extraversion or Introversion), gathers or becomes aware of information (Sensing or Intuition), decides or comes to a conclusion about that information (Thinking or Feeling), and deals with the world around him/her (Judging or Perceiving). Once the executive understands his/her particular style, he/she can appreciate the ways in which he/she differs from others and how he/she interacts with people of differing styles.

16PF Personal Career Development Profile

This test measures 16 personality factors and describes the executive's typical personal lifestyle patterns. It addresses the attributes of the executive in five important areas of behaviors: Problem-Solving Resources, Patterns for Coping with Stressful Conditions, Interpersonal Interaction Styles, Organizational Role and Work-Setting Preferences, and Career Activity Interests. It also presents a summary of the executive's broad personal patterns and calls attention to considerations for achieving greater interpersonal and work-related performance effectiveness.

FIRO-B (Fundamental Interpersonal Relations Orientation – Behavior)

This instrument can help the executive to understand his/her behaviors and the behaviors of others in the organization. It focuses on how the executive is oriented to interpersonal relations and how one interacts with others and wishes others to interact with him or her. It measures one's need for Inclusion, Control, and Affection and how each need is expressed or wanted by the executive.

Performance, Style, and Ambitions

This is a 2-part personality style assessment. The first inventory focuses on the performance and communications styles come naturally for the executive. The second focuses on what drives the executive, what his/her ambitions are, what fulfills him/her, and what helps define his/herr measure of success.

DiSC 2.0

This assessment looks at behavioral dimensions and personality styles key to interpersonal



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relationships. It provides feedback regarding improving communication, conflict management, team effectiveness, and leadership/management skills.

Conflicts Dynamics Profile

This self-assessment was developed to prevent harmful conflict in the workplace. It gives individuals feedback on how they respond when faced with conflict. It focuses on seven constructive and eight destructive conflict behaviors, as well as nine “hot button” situations likely to provoke conflict.

Hogan Personality Inventory

This assessment outlines an individual’s day-to-day leadership style, including behavioral descriptions, leadership competencies, and comprehensive development recommendations. It is organized in terms of seven dimensions – each addressing a different component of leadership performance.

Hogan Motives, Values, and Preferences Inventory

This inventory explores a person’s core values and goals that ultimately dictate a leader’s emphasis on working with others and the type of environment a leader will create. It predicts individual fit with a career, team, and organization.

360 Assessments

Camden believes that it is important to obtain objective feedback from other individuals in the executive’s work environment as to the perception of his/her style, skills and effectiveness in his/her role. Information can be gathered through a combination of structured interviews and/or a formal survey.

Some client organizations have their own custom-designed instruments. Camden is also certified to utilize any of several validated and versatile 360-feedback survey instruments that may be used for this purpose, including two of the most commonly used instruments:

Lominger VOICES: Career Architect

This instrument enables the organization to select from as many as 67 critical managerial competencies and developmental needs and 19 potential career stallers or stoppers. The flexibility of its design allows for a high degree of customization around an organization’s unique leadership model.

Center For Creative Leadership - Benchmarks® 360

This feedback instrument was designed by the Center for Creative Leadership to measure 16 major leadership attributes and 6 potential problem areas that can potentially stall career progress. It helps to determine the most important skills for a particular organization and individual feedback ratings are compared to industry norms for executives with similar levels of responsibilities.