



EMI Assessment Services

Evolution Management offers a variety of leadership and personal growth assessment tools. Each is administered by an experienced consultant skilled in management coaching, leadership development and/or career development and transition. Our experience has shown that assessments are most effective when accompanied by professional feedback and coaching, which provides accountability, measurable behavioral improvements, and sustainability of results.

EMI consultants and coaches utilize a wide variety of assessment tools in our work with individuals and teams. A partial list of available assessments is provided below. Please contact us at 770.587.9032 to discuss options for addressing the specific developmental issues your organization is focused on.

Examples of EMI Supported Assessment Tools and Instruments

Emotional & Social Competency Inventory (ESCI)	PDI's 360° Profilor
CCL Benchmarks 360° Suite	EQ-I 2.0
Personal Interests, Attitudes and Values (PIAV)	DiSC Workplace
Everything DiSC 363°	The Five Behaviors of a Cohesive Team
Apter Motivational Style Profile (AMSP)	Campbell™ Interest and Skill Survey (CISS)
Connective Leadership Institute Assessments	System for Testing & Evaluation of Potential (LH-STEP)
Myers-Briggs Type Indicator (MBTI)	Hermann Brain Dominance Instrument (HBBDI)
DiSC Time Mastery	Personal Listening Profile
Workplace Culture	Employee Surveys, including Engagement
Leadership Circle Profile (LCP)	Thomas-Kilmann Conflict Mode Instrument (TKI)
Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B)	Innovation Strengths Preference Indicator (ISPI)
Culture in the Workplace Questionnaire	Kirton Adaption Innovation Inventory (KAI)
Campbell Leadership Index (CL-I)	Kolb Learning Style Inventory
Kraybill Conflict Style Inventory	Strengths Finder
TTI Success Insights Assessments	Leadership Versatility Index (LVI)
Right Path Resources Behavioral Profiles	Hogan Assessment Systems

Examples of Assessments Individuals Can Purchase

(Individual pricing provided. Please contact us for group pricing.)



Myers-Briggs Type Indicator® (MBTI®)

The purpose of the Myers-Briggs Type Indicator® (MBTI®) personality inventory is to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives. The essence of the theory is that much seemingly random variation in the behavior is actually quite orderly and consistent, being due to basic differences in the ways individuals prefer to use their perception and judgment.

ISTJ Responsible Executors	ISFJ Dedicated Stewards	INFJ Insightful Motivators	INTJ Visionary Strategists
ISTP Nimble Pragmatics	ISFP Practical Custodians	INFP Inspired Crusaders	INTP Expansive Analysers
ESTP Dynamic Mavericks	ESFP Enthusiastic Improvisors	ENFP Impassioned Catalysts	ENTP Innovative Explorers
ESTJ Efficient Drivers	ESFJ Committed Builders	ENFJ Engaging Mobilizers	ENTJ Strategic Directors

"Perception involves all the ways of becoming aware of things, people, happenings, or ideas. Judgment involves all the ways of coming to conclusions about what has been perceived. If people differ systematically in what they perceive and in how they reach conclusions, then it is only reasonable for them to differ correspondingly in their interests, reactions, values, motivations, and skills."

\$565.00 includes an MBTI Interpretive Report, form Q, on-line assessment, and Introduction to Type® Booklet, and two hours of debrief and goal setting.

Please contact us at 770.587.9032 to discuss if this assessment fits your needs, and to secure the access code for purchasing.



Herrmann Brain Dominance Instrument (HBDI)

The **Herrmann Brain Dominance Instrument (HBDI)**, developed by William "Ned" Herrmann, is a system to measure and describe thinking preferences in people. It is a type of cognitive style measurement and model. The 120-question assessment will evaluate and describe the degree of preference you have for each of 4 thinking styles, based on more than 30 years of cognitive research and real-world application in leading corporations.

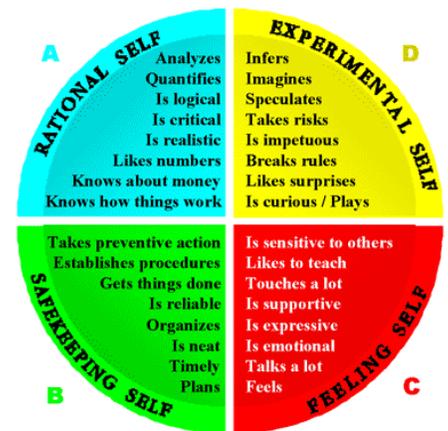
By understanding your thinking style preferences you can achieve greater appreciation for how you process information, learn, make decisions, solve problems, and communicate. To get started, choose the appropriate option below.

The four different modes of thinking are: A. Analytical thinking; B. Sequential thinking; C. Interpersonal thinking; and D. Imaginative thinking.

\$1030.00 includes the online HBDI® assessment, profile report and 2 hours of debrief and goal setting.

Please contact us at 770.587.9032 to discuss if this assessment fits your needs, and to secure the access code for purchasing.

OUR FOUR DIFFERENT SELVES



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Everything DiSC Workplace

DiSC is a personal assessment tool used to improve work productivity, teamwork and communication. DiSC is non-judgmental and helps people discuss their behavioral differences. If you participate in a DiSC program, you'll be asked to complete a series of questions that produce a detailed report about your personality and behavior.

DiSC Workplace Profiles can be used for ANYONE in the workplace, regardless of title or role. Use as a stand-alone report, or within the context of a classroom seminar.

A 20-page topic-specific report that helps people explore workplace priorities that drive their own behavior and that of co-workers. Included are strategies for creating effective relationships with people of differing styles.

THE FOCUS

- Discover Your DiSC Style
- Understand Other Styles
- Build More Effective Relationships
- Optional People-Reading Module

\$555.00 includes on-line assessment, profile report, and 2 hours of debrief and goal setting.

Please contact us at 770.587.9032 to discuss if this assessment fits your needs, and to secure the access code for purchasing.



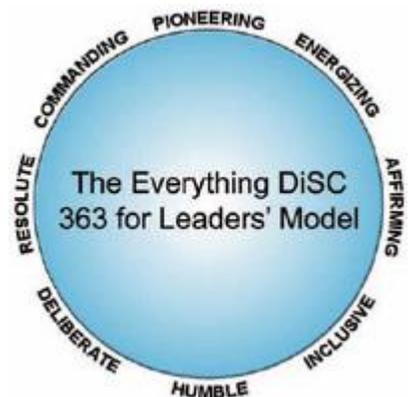
Everything DiSC 363

Everything DiSC® 363™ for Leaders combines the best of 360° feedback with the simplicity and power of DiSC, plus three strategies for improving leadership effectiveness. The result is a 360 experience that's more productive and satisfying.

A key benefit that differentiates Everything DiSC 363 for Leaders from other 360s is CommentSmart, a proprietary selectable comment system that alleviates the need for raters to write open-ended comments. Leaders get constructive, actionable feedback that they can use, without the distraction of snide or distasteful open-ended comments.

\$676.00 includes online assessment, profile report, and 2 hours of debrief and goal setting consultation.

Please contact us at 770.587.9032 to discuss if this assessment fits your needs, and to secure the access code for purchasing.





The Leadership Circle Profile™ (LCP)

The Leadership Circle Profile™ (LCP) is a true breakthrough among 360 degree profiles. It is the first to connect a well-researched battery of competencies with the underlying and motivating habits of thought. It reveals the relationship between patterns of action and internal assumptions that drive behavior. Ultimately, LCP goes to the source of behavior to get greater leverage on change. Furthermore, unlike leadership 360 degree assessments, that take hours to interpret, LCP integrates all of this information in a way that brings the key issues to surface instantly.

Thoroughly and independently validated, LCP measures well-researched competencies illustrating how you achieve results, bring out the best in others, lead with vision, enhance your own development, act with integrity and courage, and improve organizational systems. The LCP is also unique in that it reveals a leader's operating system: Internal assumptions that guide behavior in both domains of leadership—creative competencies and reactive tendencies. This allows the manager to see how his/her inner world of thought translates into a productive or unproductive style of leadership.

\$1,600.00 includes online assessment, profile report, and 2 hours of debrief and goal setting consultation.

Please contact us at 770.587.9032 to discuss if this assessment fits your needs, and to secure the access code for purchasing.

New Awareness,
Perception,
Recognition & Focus

