



Business Tools and Assessments

DiSC®

DiSC is a behavioral assessment tool that helps people explore work behaviors in a non-judgmental way across four primary dimensions:

1. D (Dominance) Factor - how you respond to problems and challenges
2. I (influence) Factor - how you influence others to your point of view
3. S (Steadiness) Factor - How you respond to the pace of the environment
4. C (Conscientiousness) Factor - how you respond to rules and procedures set by others

This multi-level learning instrument helps individuals assess to what degree they utilize each dimension of behavior in their particular situation. The instrument then provides feedback to help your organization:

- Build productive teams
 - Develop effective managers
 - Train a powerful sales force
 - Improve customer service
 - Ease frustration and conflict
 - Set effective goals
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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. Individuals are described as one of 16 personality types based on their preferences in the 4 areas:

1. **Favorite world:** Do you prefer to focus on the outer world or on your own inner world? This is called Extraversion (E) or Introversion (I).
2. **Information:** Do you prefer to focus on the basic information you take in or do you prefer to interpret and add meaning? This is called Sensing (S) or Intuition (N).
3. **Decisions:** When making decisions, do you prefer to first look at logic and consistency or first look at the people and special circumstances? This is called Thinking (T) or Feeling (F).
4. **Structure:** In dealing with the outside world, do you prefer to get things decided or do you prefer to stay open to new information and options? This is called Judging (J) or Perceiving (P).

Knowledge of personality type is used by organizations in many broad functions and situations including:

- Increasing sales success rates
 - Developing leadership skills
 - Managing others better
 - Creating and managing teams
 - Resolving conflict
 - Managing change
 - Organizing work assignments more effectively
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Lominger Leadership Architect[®]

Most studies agree that top performers outperform the average by **at least 40 - 50 percent**. A superior team is 30 percent more productive than an average team.

The Leadership Architect[®] Suite from Lominger offers development resources for individuals, teams and organizations that are experience-tested, research based and integrated. It provides executives, managers and human resource professionals with the method and structure they need to put leadership and developmental best practices into action.

How? Using competency modeling. Competencies in the Leadership Architect Suite provide a common language that helps organizations identify the skills and behaviors necessary for success. This library of competencies can be used for:

- Modeling desired leadership behaviors
- Conducting performance appraisals
- Initiating performance improvement programs
- Analyzing performance gaps
- Managing individual development
- Providing individual performance feedback
- Evaluating 360° feedback
- Rating a team
- Assessing interview candidates
- Matching candidates to job requirements

(Source: Lominger Limited, Inc.)