



Executive Assessments

At KC Consulting, we help executives achieve breakthrough performance by providing new perspectives on their strengths and development needs. To ensure objective, valid results, our comprehensive assessments are developed using a rigorous methodology.

How the Process Works

A typical engagement begins with gathering input from the executive participant's immediate leader. During this session, we seek to understand the context in which the participant works — including their organization's key strategies and challenges, the scope and complexity of their role, and any specific development areas that may exist.

Next we administer several specialized instruments to gain insights into essential facets of the participant's leadership style, including:

- ◆ **Workplace Big Five Profile™** — a specialized assessment that provides information on an individual's personality traits, which clearly explain work-related behaviors and provide insights into work styles and preferences
- ◆ **FIRO-Business® Instrument** — an interpersonal skills assessment highlighting an individual's interpersonal needs in three areas that affect work relationships: Involvement, Influence, and Connection
- ◆ **TKI® Conflict Mode Instrument** — an instrument that assesses an individual's behavior in conflict situations, providing an understanding of one's preferred conflict-handling style

We then hold an in-depth discussion with the participant. Typical areas of focus include the participant's education, career history, perspective on their strengths and development needs, and career interests.

Based on the findings of the assessment instruments and the in-person discussion, we prepare a **Comprehensive Assessment Report** about the participant, which includes:

- ◆ Career summary
- ◆ Areas of functional expertise
- ◆ Strengths and development needs
- ◆ Career potential
- ◆ Specific development recommendations

BENEFITS OF KC CONSULTING EXECUTIVE ASSESSMENTS

- ◆ Greater awareness of participant's strengths and areas for development
- ◆ Customized recommendations and strategies to increase effectiveness and impact
- ◆ Realistic view of career potential within the organization

Insight-Based Planning

After the participant has reviewed the reports, we conduct a feedback session with the participant to review the specific results of the assessment. To complete the engagement, we hold a planning session with the participant and their immediate leader to review development recommendations and key areas of focus in the near future.