What is Benchmarks?

Benchmarks is a comprehensive 360-degree assessment for middle-to upper-level managers that measures 16 competencies critical for success, as well as five possible career derailers. This in-depth analysis of observable behaviors provides managers with a solid assessment of their leadership competencies.

Benchmarks also helps managers identify what lessons may still need to be learned, establishes what specific work experiences need to be sought out in order to develop critical competencies, and identifies possible problems that may stall their career.

Results

• Shows how others perceive strengths and development needs
• Provides normative comparison of results with other successful managers
• Starts the process of feedback-based individual development

How to Use Benchmarks

• For individual assessment, coaching and planning
• In a workshop setting for groups
• As a cornerstone of a larger-scale leadership development program

What Benchmarks Measures

Benchmarks measures the 16 competencies and five derailment factors, containing a total of 130 items.

<table>
<thead>
<tr>
<th>Leading The Organization</th>
<th>Leading Others</th>
<th>Leading Yourself</th>
<th>Problems That Stall a Career</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strategic perspective</td>
<td>Leading employees</td>
<td>Taking initiative</td>
<td>Problems with interpersonal relationships</td>
</tr>
<tr>
<td>Being a quick study</td>
<td>Confronting problem employees</td>
<td>Composure</td>
<td>Difficulty building and leading a team</td>
</tr>
<tr>
<td>Decisiveness</td>
<td>Participative management</td>
<td>Balance between personal and work life</td>
<td>Difficulty changing or adapting</td>
</tr>
<tr>
<td>Change management</td>
<td>Building collaborative relationships</td>
<td>Self-awareness</td>
<td>Failure to meet business objectives</td>
</tr>
<tr>
<td></td>
<td>Compassion and sensitivity</td>
<td>Career management</td>
<td>Too narrow a functional orientation</td>
</tr>
<tr>
<td></td>
<td>Putting people at ease</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Respect for differences</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Special Features
• Based on research and how successful managers develop and why they stall
• Provides normative comparison of results with other successful managers as well as over 70 optional comparisons by sector, function or country
• Provides information on potential career derailers
• Includes a written comments section
• Group profiles available

Facilitator Certification
Because Benchmarks is a sophisticated assessment tool and effective facilitation is critical to its successful use, CCL requires that it be administered only by certified professionals. To learn about CCL’s two-day Assessment Certification Workshop or how CCL can customize it for your organization, please visit www.ccl.org/acw or call us at +1 800 780 1031.

Facilitation Options
CCL can:
• Certify you and your staff to deliver feedback
• Certify your staff and also assist you in delivering feedback
• Deliver feedback to the participants in your organization

Pricing
$330 per participant (quantity discounts available) 
Pricing includes:
• All surveys
• Online status for administrators and participants
• Scoring of assessment
• Printed feedback report (two copies)
• Development Planning Guide (includes For Your Improvement™ Translator). To purchase the companion reference book, FYI For Your Improvement™, visit www.ccl.org/fyi.

In addition, group profiles are available for $300 each

Effective for the Global Workplace
Benchmarks is available in the following languages:
• US English
• Dutch
• French
• German
• Latin American Spanish
• Russian
• Simplified Chinese
• Spanish
• UK English

Customized Services
To support and strengthen the impact of your Benchmarks initiative, we offer a range of services, including:
• Project planning and design
• Orientation briefing
• Competency mapping
• Facilitator certification training
• Feedback facilitation workshop
• Development planning workshop
• Group profile analysis
• Evaluation services

Product Support
All CCL Assessments are supported by our knowledgeable and accessible product specialists. If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data or development planning, CCL has the resources to assure that your assessment initiative will be effective and efficient.

How to Order
To order Benchmarks or to learn more about how CCL can support you through the entire process, email info@ccl.org or call +1 800 780 1031.

www.ccl.org/benchmarks