

Today's world is a place of rapid and constant change. To be successful, individuals must be willing to learn from new experiences and have the ability to apply those learnings to workplace challenges. Prospector assesses the leadership skills most often found in successful executives and the learning behaviors needed to acquire those skills.

## What is Prospector?

Prospector is a research-based 360-degree assessment tool that provides feedback on an individual's willingness to engage in – and openness to learn from – growth opportunities. Prospector is designed specifically to be used with high-potentials, individual contributors, and executives and managers with global responsibilities.

## The Benefits of Using Prospector

### Feedback for Today's Leaders.

Prospector gives managers feedback on skills that can help them improve their ability and willingness to learn – important characteristics for success in the global business environment.

### Feedback for Today's Organizations.

Prospector can help your organization establish a culture in which improved learning skills are recognized and highly valued as an overall organization objective.

### Continuous Development.

Prospector comes with a Development Planning Guide that will help managers use their feedback to develop practical, effective plans for continued long-term development.



The CCL Assessment Suite brings together four research-based 360-degree instruments that address the leadership needs of all levels of leaders. Each assessment in the suite

offers a consistent reporting format, that helps create a common leadership language and uniform feedback process. To learn more, visit [www.ccl.org/assessments](http://www.ccl.org/assessments).

### Flexible.

Prospector can be used as a stand-alone tool, or in combination with a competency based 360-degree assessment tool. It can be used in a variety of situations:

- For individual assessment, coaching and development planning
- To complement an existing leadership development initiative
- To enhance on-the-job development
- To support the development of a learning organization

### Valid and Reliable.

Prospector is based on in-depth research conducted with more than 800 global managers and executives in 21 countries.

## What Prospector Measures

Prospector assesses the skills most often found in successful executives and the learning behaviors needed to acquire those skills.

### Learning to Learn

- Seeks opportunities to learn
- Seeks and uses feedback
- Learns from mistakes
- Open to criticism

### Learning to Lead

- Committed to making a difference
- Insightful; sees things from new angles
- Has the courage to take risks
- Brings out the best in people
- Acts with integrity
- Seeks broad business knowledge
- Adapts to cultural differences

## Additional Features:

- Written comments for two open-ended questions
- Normative comparisons to other successful leaders
- Competencies most important for success in the organization
- Data cuts to help identify themes and patterns

## Your Prospector purchase includes the following:

- All surveys
- Online status for administrators and participants
- Scoring of assessment
- Printed feedback report (two copies)
- Development Planning Guide

### Price \$225 per participant

(quantity discounts available)

### Additional Resources

- FYI For Your Improvement™ Translator (\$10 each)
- Group profiles available (\$300 each)

## Customized Services

To support and strengthen the impact of your Prospector initiative, we offer a range of services, including:

- Project Planning and Design
- Feedback Facilitation Workshop
- Group Profile Analysis
- Facilitator Certification
- Development Planning Workshop
- Evaluation Services
- Orientation Briefing

**To order, e-mail [info@ccl.org](mailto:info@ccl.org) or call CCL- North America at +1 336 545 2810.**



### Facilitator Certification

Because Prospector is a sophisticated assessment tool and because 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 the workshop for your organization, please visit [www.ccl.org/acw](http://www.ccl.org/acw) or call CCL-North America at **+1 336 545 2810**.