Assessment Selection Guide

featuring CCL Compass™

SEE BEYOND THE DATA
Assessments now with CCL Compass provide:

**Convenience**
*On-demand answers to your leadership development questions*

**Clarity**
*Streamlined goal-planning with precision and simplicity*

**Effectiveness**
*Improved motivation and better outcomes for leaders and executive coaches*

**Accountability**
*Plan visibility and progress-tracking to share with coaches and others*
Since pioneering the use of assessments and feedback in leadership development, CCL has become the world leader in providing assessments that produce valid, reliable, and actionable results. Supported by more than 40 years of research, our assessments are the choice of industry-leading organizations because they provide:

• Superior-quality normative data from one of the world’s largest leadership assessment databases
• Numerous customization options for maximum flexibility and ease of use
• Decades of world-renowned and constantly-updated CCL assessment research
• Availability in multiple languages
• Strict confidentiality for more accurate feedback

Leadership Assessments now with CCL Compass*
Insights are only as useful as what people do with them.

CCL now helps transform personal data into actionable plans easily and without delay. No more information overload as you try to determine next steps. With COMPASS—our newest and most comprehensive online tool that analyzes, interprets, and presents assessment data in a concise and understandable way—leaders can transition immediately from reviewing insights to making positive changes in the areas most relevant to them. CCL is bringing assessments to life so they can mean something real and then do something useful.

*Compass is available with most but not all CCL assessments
ASSESSMENTS POWERED BY CCL COMPASS™

**Benchmarks® for Executives™**  
Developing Top-Level Leaders  
[www.ccl.org/ benchmarksforexecutives](http://www.ccl.org/benchmarksforexecutives)

- 92 items
- $425 per participant*
- Group Profiles, $300 each
- Certification is required

Available in US English, Dutch, French, German, Latin American Spanish, Spanish, and UK English.

**Benchmarks® for Managers™**  
Assessing the Lessons of Experience  
[www.ccl.org/ benchmarksformanagers](http://www.ccl.org/benchmarksformanagers)

- 130 items
- $380 per participant*
- Group Profiles, $300 each
- Certification is required

Available in US English, Dutch, French, German, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.

**Benchmarks® for Learning Agility™**  
Discovering the Ability to Learn from Experience  
[www.ccl.org/ benchmarksforlearningagility](http://www.ccl.org/benchmarksforlearningagility)

- 48 items
- $305 per participant*
- Group Profiles, $300 each
- Certification is required

C-suite and other top-level executives  
Middle- to senior-level managers and executives with at least three years of managerial experience  
High-potentials, individual contributors, and managers with global responsibilities

Leadership behaviors needed for effectiveness at the top levels of an organization  
Leadership behaviors critical for success and potential flaws that can derail a career  
Ability to learn from experience and the willingness to take advantage of growth opportunities

FIND WHAT’S HIDDEN

CCL Assessments reveal complex leadership issues—personal strengths and weaknesses that are easy to miss or misunderstand.

*Quantity discounts available*
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**Benchmarks® by Design™**

- Pricing based on level of customization
- Set-up fees begin at $2,000
- $380 per participant*  
- Group Profiles, $300 each  
- Certification is required

Available in US English, Brazilian Portuguese, Dutch, French, German, Italian, Japanese, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.

**Skillscope®**

- 98 items
- $210 per participant*  
- Group Profiles, $195 each  
- Facilitator Qualification form is required

Available in US English, Brazilian Portuguese, Dutch, French, German, Italian, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.

**Any level of manager or executive**

- Supervisors and managers; can be used with individual contributors

**Choose from CCL’s library of over 90 competencies and derailment factors**

- Job-related competencies essential for success

The 360 Assessment Process

*After your personnel is certified by CCL to administer and facilitate 360s, your organization will be ready to strengthen leadership competencies at all management levels with an array of relevant and research-based assessments. CCL can train feedback facilitators within your group or provide interpretation experts to assure maximum clarity and impact, setting the stage for an ongoing goal-oriented development process.*

- Define Your Organization’s Objectives
- Select and Position Your Assessment
- Administer and Interpret Data
- Develop a Plan

The Benchmarks® and Skillscope® Suite of Assessments are based on research conducted with top level international executive and successful global managers, feature 11 to 16 competencies, and take between 10-35 minutes to complete depending on assessment. Contact CCL or visit [ccl.org/assessments](http://ccl.org/assessments) for details.
### WorkLife Indicator™

**Increasing Effectiveness On and Off the Job**

- **www.ccl.org/wli**
- **22 items**
- Provides the information and tools individuals need to move forward toward a more productive and sustainable way of managing boundaries between work and family
- **$30 per participant* – Group Profiles, $100 each**
- No certification is required
- **Facilitators receive access to support materials including:**
  - Facilitators Guide
  - Debrief Slideshow Template
  - Technical Manual

*Available in US English.*

### KEYS® to Creativity and Innovation

**Assessing Organization Climate**

- **www.ccl.org/keys**
- **78 items**
- Base Project with one survey cycle begins at $2,000 which includes:
  - 100 invitations*
  - User’s Guide
  - Overall report, plus two comparison reports
  - Debrief presentation template
- **Facilitator Qualification form is required**

*Available in US English.*

### Leadership Gap Indicator™

**Identifying the Gaps in Leadership Strength and Development Needs**

- **www.ccl.org/lgi**
- **Standard leadership model or configure the model**
- Base Project with one survey cycle begins at $1,250 which includes:
  - 50 invitations*
  - User’s Guide
  - Overall report, plus two optional reports
  - Debrief presentation template

*Available in US English and French.*

### Audience

- **Any level**
- **Work groups, divisions and organizations**
- **Organizations**

### Assesses

- **Behaviors - Combines or separates work and family**
- **Identity - Identifies with and invests in work and family roles**
- **Control - Feels in control of managing boundaries between work and family**
- **Individuals assess the climate for creativity and innovation that exists in a work group, division or organization**
- **Individuals assess the importance of the organization’s leadership competencies now and in the future, along with the ability of their peer group to perform them**

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CCL’s Self and Team and Organizational Assessments provide insight into important aspects of leadership and the work environment that impact workgroup performance. Assessments take 10-20 minutes to complete. Special features include online administration and report delivery, industry norms and benchmarks, and customized tips for improving overall effectiveness. Contact CCL or visit ccl.org/assessments for details.
Assessments should stimulate, not stall out. With CCL Compass, leaders can instantly turn data into personally relevant action plans. Our insights incite change.
CCL Assessments featuring Compass

To speak with someone immediately, register by phone, or learn more about customized options, call us:

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**CCL’s Learning Products Group**

Whether you facilitate the process yourself or engage with our customized services, CCL assessments and online resources are flexible, user-friendly, and supported by CCL’s 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. To learn more about how CCL can support you through the entire process, email info@ccl.org or call +1 800 780 1031.