Assessment Selection Guide
featuring CCL Compass™

SEE THE BEYOND DATA
Assessments 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
All data is not created equal.
Demand More from Your Assessments.

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 50 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 with CCL Compass™*
Insights are only as useful as what people do with them.

CCL helps transform personal results into actionable plans easily and without delay. No more information overload as you try to determine next steps. With COMPASS — our 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 brings assessments to life so that they have real meaning that you can act on.

*Compass is available with most but not all CCL assessments
## Benchmarks® for Executives™
Developing Top-Level Leaders

- 92 items
- Group Profiles
- Certification is required

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

### Audience
- C-suite and other top-level executives

### Assesses
- Leadership behaviors needed for effectiveness at the top levels of an organization

## Benchmarks® for Managers™
Assessing the Lessons of Experience

- 130 items
- Group Profiles
- Certification is required

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

### Audience
- Middle- to senior-level managers and executives with at least 3 years of managerial experience

### Assesses
- Leadership behaviors critical for success and potential flaws that can derail a career

## Benchmarks® for Learning Agility™
Discovering the Ability to Learn from Experience

- 48 items
- Group Profiles
- Certification is required

Available in US English.

### Audience
- High-potentials, individual contributors, and managers with global responsibilities

### Assesses
- Ability to learn from experience and the willingness to take advantage of growth opportunities

## FIND WHAT’S HIDDEN
Our Assessments reveal complex leadership issues — personal strengths and development opportunities that are easy to miss or misunderstand.
The Benchmarks® and Skillscope® suite of assessments are based on research conducted with top level international executives 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 for details.

Harness the power of feedback with CCL’s 360° Assessment Certification.

The 360 Assessment Certification Course prepares executive coaches, consultants, Human Resource managers, and Training & Development professionals to interpret reports, facilitate feedback using CCL’s 360-degree assessments, implement a 360 process and administer CCL’s 360° assessments.

Participants are certified to administer the leadership assessments in CCL’s portfolio:

- Benchmarks® by Design™
- Benchmarks® for Managers™
- Benchmarks® for Executives™
- Benchmarks® for Learning Agility™
- Skillscope®

Learn more about the Assessment Certification Course at ccl.org/acc
TEAM AND ORGANIZATIONAL ASSESSMENTS

Leadership Gap Indicator™

Exposing the Gaps in the Current and Needed Leadership Capabilities

www.ccl.org/lgi

- Choose from the Leadership Capabilities Library of over 30 research-based leadership capabilities to tailor the survey
- Assess barriers for success and the organization’s culture for development
- Base Project with one survey cycle includes:
  - 50 invitations*
  - User's Guide
  - Options to include derailment and open-ended questions
  - Customized email notifications
  - Client logo
  - Overall report, plus three optional sub-group reports, featuring the Organizational Focus Matrix and suggestions to close the leadership gaps

Available in US English.

Audience

Teams and Organizations

Assesses

Individuals evaluate the importance of specific leadership capabilities for success and rate the level to which their peers display these capabilities. Organizational culture for development is also assessed.
Assessments should stimulate, not stall out. With CCL Compass™, leaders can instantly turn data into personally relevant action plans. Our insights incite change.
The Center for Creative Leadership (CCL)® is a top-ranked, global, nonprofit provider of leadership development. Over the past 50 years, we’ve worked with organizations of all sizes from around the world, including more than 2/3 of the Fortune 1000. Our cutting-edge solutions are steeped in extensive research and our work with hundreds of thousands of leaders at all levels.