



Assessment Selection Guide

Millions of leaders.

Thousands of organizations.

Hundreds of countries.

One source for leadership assessments.

The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to 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:

- **Are flexible and easy to use**
- **Provide options for customization**
- **Are based on decades of CCL research**
- **Have access to normative data from the world's largest leadership assessment database**
- **Are available in multiple languages**

Whether you facilitate the process yourself or engage with CCL's customized services, our assessments and online resources are flexible, user-friendly and give you results that matter to your leadership development initiative.

CCL's Learning Products Group

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.

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



Benchmarks® Suite

Benchmarks® for Executives™

Developing Top-Level Leaders

www.ccl.org/benchmarksforexecutives

- 92 items
- \$400 per participant*
- Group Profiles, \$300 each
- Certification is required

Benchmarks® for Managers™

Assessing the Lessons of Experience

www.ccl.org/benchmarksformanagers

- 130 items
- \$330 per participant*
- Group Profiles, \$300 each
- Certification is required

Benchmarks® for Learning Agility™

Discovering the Ability to Learn from Experience

www.ccl.org/benchmarksforlearningagility

- 48 items
- \$255 per participant*
- Group Profiles, \$300 each
- Certification is required

	Audience	Assesses	Content	Special Features
	C-suite and other top-level executives	Leadership behaviors needed for effectiveness at the top levels of an organization	Features 16 competencies grouped into the following areas: <ul style="list-style-type: none"> • Leading the Business • Leading Others • Leading by Personal Example 20 – 30 minutes to complete	<ul style="list-style-type: none"> • Based on research conducted with top-level executives • Board Members rater category • Carefully screened exclusive norms, compares participants' results to other top-level executives • Development Planning Guide includes <i>FYI For Your Improvement™</i> Translator
	Middle- to senior-level managers and executives with at least three years of managerial experience	Leadership behaviors critical for success and potential flaws that can derail a career	Features 16 competencies and five derailment factors grouped into the following areas: <ul style="list-style-type: none"> • Leading the Organization • Leading Others • Leading Yourself • Problems That Can Stall a Career 25 – 35 minutes to complete	<ul style="list-style-type: none"> • Based on research of how successful managers develop, and why they derail • Development Planning Guide includes <i>FYI For Your Improvement™</i> Translator
	High-potentials, individual contributors, and managers with global responsibilities	Ability to learn from experience and the willingness to take advantage of growth opportunities	Features 11 competencies grouped into the following areas: <ul style="list-style-type: none"> • Learning to Learn • Learning to Lead 10 – 15 minutes to complete	<ul style="list-style-type: none"> • Based on research with successful global managers and international executives • Helps establish a culture in which improved learning skills are recognized and valued • Development Planning Guide includes <i>FYI For Your Improvement™</i> Translator

*Quantity discounts available.

*Quantity discounts available.

*Quantity discounts available.

CCL Assessments

Benchmarks® by Design™

Tailoring Your Assessment and Feedback Process

www.ccl.org/benchmarksbydesign

- Pricing based on level of customization
- Set-up fees begin at \$2,000
- \$305 per participant*
- Group Profiles, \$300 each
- **Certification is required**

Any level of manager or executive

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

You choose the CCL competencies that represent your organization's needs. Number of items and time to complete depends on CCL competencies chosen. Items cannot be edited or deleted.
Competency Mapping available (see customized services)

The following components may be customized at set-up:

- Email communications
- Additional custom survey items
- Rater categories

Contact CCL for pricing and specifications.
Customized *FYI For Your Improvement™* Translator available

*Quantity discounts available.

Skillscope®

Assessing Core Skills for Success

www.ccl.org/skillscope

- 98 items
- \$160 per participant*
- Group Profiles, \$195 each
- **Facilitator Qualification form is required**

Supervisors and managers; can be used with individual contributors

Job-related competencies essential for success

Features 15 competencies grouped into the following areas:

- Information skills
- Decision making
- Interpersonal skills
- Personal resources
- Effective use of self

20 – 30 minutes to complete

- Straightforward and easy to use
- Graphic feedback display
- Development Planning Guide
- Trainer's Guide included with first purchase

*Quantity discounts available.



CCL Assessments

WorkLife Indicator™

Increasing Effectiveness
On and Off the Job

www.ccl.org/wli

KEYS® to Creativity and Innovation

Assessing Organization Climate

www.ccl.org/keys

Leadership Gap Indicator™

Identifying the Gaps in
Leadership Strength and
Development Needs

www.ccl.org/lgi

- 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

- 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**

- 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

Audience	Any level	Work groups, divisions and organizations	Organizations
Assesses	<ul style="list-style-type: none"> • 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
Content	Features three factors and associated dimensions: <ul style="list-style-type: none"> • Behaviors - Family Interrupts Work, Work Interrupts Family • Identity - Work Focused, Family Focused • Control - Boundary Control <p>10 minutes to complete</p>	Measures 10 dimensions that impact the work environment grouped into the following areas: <ul style="list-style-type: none"> • Management practices • Organizational motivation • Resources • Outcomes <p>15 – 20 minutes to complete</p>	Standard leadership model includes 20 competencies and five derailment factors Configure the model by choosing from over 50 competencies and derailment factors <p>20 minutes to complete Standard leadership model</p>
Special Features	<ul style="list-style-type: none"> • Straightforward and easy to use • Online administration and report delivery • Integrated feedback report and development planning guide • Detailed profile description • Customized tips for improving overall effectiveness 	<ul style="list-style-type: none"> • Provides a benchmark for improvement, comparing an organization's climate for creativity and innovation with other organizations • Choose from 17 industry norms • Quantifies the most important factors that support or inhibit creativity and innovation • Provides suggestions for improving the climate for creativity and innovation • Reveal pockets of excellence and critical development needs using demographic and comparisons reports 	<ul style="list-style-type: none"> • Identify gaps in leadership competencies • Features the Leadership Attention Index to focus your organization's leadership development efforts • Includes development planning suggestions tailored to the feedback data
	<i>*Quantity discounts available.</i>	<i>*Quantity discounts available.</i>	<i>*Quantity discounts available.</i>

The 360 Assessment Process

Define Your Organization's Objectives	Choose from an extensive array of proven, research-based leadership competencies. CCL can assist with Competency Mapping Services designed to align with existing values, competencies or initiatives.
Select and Position Your Assessment	Select the assessment that best fits with your organization's needs. We offer a variety of assessment suited for each level of manager. Orientation Briefings help to maximize organizational investment by generating enthusiasm, creating buy-in and optimizing participation.
Train Your Facilitators	Certify organizational personnel to administer and facilitate all 360s in the CCL Assessment Suite. Assessment Certification Workshops are offered monthly at CCL campuses or you can opt for a customized group workshop at the location of your choice. To learn more, visit www.ccl.org/acw .
Administer and Interpret Data	An experienced, certified feedback facilitator can ensure that individual and group-level data is interpreted in a way that optimizes receptivity and impact. CCL can train facilitators or provide a staff of expert professionals to administer feedback facilitation.
Develop a Plan	Our assessments help crystallize what it means to be an effective leader. They help managers take ownership of their impact on others and set individual development plans. All of our assessments offer development planning guides or other supporting materials to aid in the development process.
Follow Up On Goals	Participants who follow up with their colleagues, a supervisor or coach show the most improvement in their effectiveness as leaders. CCL provides coaching services, as well as development planning services that build upon the goal setting that began in the workshop.



Available Languages

	Benchmarks® for Executives™	Benchmarks® for Managers™	Benchmarks® for Learning Agility™	Benchmarks® by Design™	Skillscope®	KEYS® to Creativity and Innovation	Leadership Gap Indicator™	WorkLife Indicator™
US English	●	●	●	●	●	●	●	●
Brazilian Portuguese				●				
Dutch	●	●		●	●			
French	●	●		●	●		●	
German	●	●		●	●			
Italian				●	●			
Japanese				●				
Russian		●		●				
Simplified Chinese		●		●	●			
Latin American Spanish	●	●		●				
Spanish	●	●		●	●			
UK English	●	●		●	●			

Getting Started

To order assessments or to contact one of our product specialists, email info@ccl.org or call +1 800 780 1031.

CCL - Americas

www.ccl.org
+1 800 780 1031 (U.S. or Canada)
+1 336 545 2810 (Worldwide)
info@ccl.org

Greensboro, North Carolina
Colorado Springs, Colorado
San Diego, California

CCL - Europe, Middle East, Africa

www.ccl.org/emea
Brussels, Belgium
Addis Ababa, Ethiopia
Johannesburg, South Africa
Moscow, Russia

CCL - Asia Pacific

www.ccl.org/apac
Singapore
Gurgaon, India
Shanghai, China

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