With an exclusive library of over 90 competencies and derailment factors to choose from, Benchmarks® by Design™ is a 360-degree assessment that can be customized to the precise needs of your organization. When paired with CCL Compass™ — a cutting-edge online tool that brings data to life — feedback reports that are confidentially discussed with a facilitator are also transformed instantly into action plans for leaders of any level.

### Results
- Provides feedback on CCL’s research-grounded competencies and derailment factors that you select from our content library
- Provides normative comparisons of results with other successful managers
- Starts the process of feedback-based individual development
- Continues the development process with CCL Compass by setting goals and creating actionable plans

### How to Use Benchmarks by Design
- For individual assessment, coaching, and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program
- To provide valid and reliable feedback reflecting the leadership competency model already in place for your organization

### What Benchmarks by Design Measures
Benchmarks by Design can be tailored to measure the behaviors you select from the comprehensive Benchmarks by Design Library of Competencies and Derailment Factors. The competencies are grouped in the clusters listed below.

<table>
<thead>
<tr>
<th>Leading Others</th>
<th>Leading the Organization</th>
<th>Leading Yourself</th>
</tr>
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<td>Communication</td>
<td>Business acumen</td>
<td>Adaptability</td>
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<td>Conflict</td>
<td>Change</td>
<td>Composure</td>
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<tr>
<td>Diversity</td>
<td>Courage</td>
<td>Image</td>
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<td>Employee development</td>
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<td>Global perspective</td>
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<td>Relationships</td>
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<td>System thinking</td>
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<td></td>
<td>Vision and strategy</td>
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</tbody>
</table>
Effective for the Global Workplace
Benchmarks by Design is available in the following languages:

- Arabic
- Dutch
- French
- German
- Italian
- Japanese
- Polish
- Russian
- Simplified Chinese
- Spanish
- Spanish-Latin American
- UK English
- U.S. English

Customized Services
To support and strengthen the impact of your Benchmarks by Design initiative, we offer a range of services, including:

- Project planning and design
- Orientation briefing
- Competency mapping
- Feedback facilitation workshop
- Development planning workshop
- Group profile analysis
- Evaluation services

Product Support
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 by Design 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/benchmarksbydesign