Instruments used with the 2014-2016 Class

Dr. Lanny Hass and Ms. Eleanor Stell facilitate the leadership modules for the class and are certified in administering the following instruments, all of which are used in the class.

MBTI® (Myers Briggs Type Indicator Assessment) (October 2014 Session)

"The Myers Briggs Type Indicator® assessment, knowledge of personality type and how it is used to make people more effective are used by many organizations, large and small throughout the world. "Since type provides a framework for understanding individual differences, and provides a dynamic model of individual development, it has found wide application in the many functions that compose an organization," Gordon Lawrence and Charles Martin, Building People, Building Programs (CAPT 2001)."

Retrieved from www.myersbriggs.org, May 7, 2015

Human Patterns® (October 2014 Session)

"The Human Patterns Inventory is an ipsative psychometric assessment tool used to measure interests and preferences. The inventory has been used for over 25 years to select, place, and develop managers and leaders."

"The 250 question assessment forces individuals to make 2000 decisions. Factors captured are grouped to cover: Keys to Personality, Basic Motivations, Preferred Work Roles, Likely Leadership Behaviors, Direction of Energy, Criteria for Management Choices, World Views, Sensitivities, Team Interaction, Interpersonal Relations, Defenses Used When Confronted, Preferred Work Environment, and others."

Retrieved from www.humanpatterns.com, May 7, 2015

Class members were briefed and coached one-on-one with personal coaches provided by the ALDP on how to understand and use their results from Human Patterns.

Thomas-Kilmann Conflict Mode Instrument®
(November & December 2014 Sessions)

"The *Thomas-Kilmann Conflict Mode Instrument* (TKI) is the world's best-selling assessment for understanding how different conflict-handling styles affect interpersonal and group dynamics.

The research-backed TKI offers a practical way to initiate safe and nonemotional dialogue to resolve conflict. That's why it's ideal for use in so many different situations. It can also improve organizational productivity by helping people gain insight into their own and others' behavior – which, in turn, helps them make better choices about outcomes." *TKI Product Data Sheet*. CPP, Inc.

Retrieved from www.cpp.com, May 7, 2015

FIRO-B® (Fundamental Interpersonal Relations Orientation Behaviour) (December 2014 Session)

"The FIRO-B® instrument identifies how you tend to behave toward others and how you want them to behave toward you. Your FIRO-B results can help you increase your self-understanding in a number of important areas, including how you handle interpersonal relationships and your own social needs, how others perceive you, and how you see them." FIRO-B Profile. CPP, Inc.

Crucial Conversations® (January 2015 Session)

"Crucial Conversations is a course that teaches skills for creating alignment and agreement by fostering open dialogue around high-stakes, emotional, or risky topics—at all levels of your organization. By learning how to speak and be heard (and encouraging others to do the same), you'll begin to surface the best ideas, make the highest-quality decisions, and then act on your decisions with unity and commitment."

Retrieved from www.vitalsmarts.com, May 7, 2015

EQ-i$^{2.0®}$ (Emotional Intelligence) (November 2015 Session)

Emotional intelligence is the unique repertoire of emotional skills that a person uses to navigate the everyday challenges of life. In his book *Emotional Intelligence: Why It Can Matter More Than IQ*, Daniel Goleman defines EI as the "capacity for recognizing our own feelings and those of others, for motivating ourselves, and for managing emotions well in ourselves and our relationships."

Retrieved from www.mhs.com, May 7, 2015