

Summary of Instrument Applications

Tool	Leadership	Teams	Coaching	Performance	Personal Development	Conflict	Selection// Retention	Career	Change	Culture
MBTI®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
FIRO-B®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>	
CPI 260®	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
Strong®			<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>			<input checked="" type="checkbox"/>		
TAIS®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>			
Type 360®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	
VOICES®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>			
CDP®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>				
BarOn EQ-i®	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			
EQ 360™	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>			

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Qualifying.org[®], Inc. Qualification Programs

Personality and Interpersonal Style Tools

INSTRUMENT	BENEFITS	AVAILABLE REPORTS	COST EACH
MBTI[®] Identify preferences of information and decision making. Produces a four letter code (profile).	#1 personality assessment tool in the world: self awareness of personality, behavioral preferences, and valuing differences. Multiple languages.	Step I: Four-letter Profile Report (several forms) *Step II: Four-letter Profile Report with 20 Facets Step II: Interpretive Report	\$10.45-23.40 \$20.75 \$31.00
FIRO-B[®] Identify interpersonal qualities and dynamics of wanted vs. expressed behaviors. Produces scores on 6 dimensions.	Reveals how preferences for social patterns affect behavior patterns related to interacting with others, directing conversation and getting involved in supportive behaviors.	*FIRO-B Profile Report *Leadership Report with the MBTI FIRO-B in Organizations	\$11.00 \$18.75 \$12.95
CPI 260[®] Identify performance on 27 scales and three style dimensions, scores are based on normative samples.	The ideal leadership coaching tool; Identifies preferences, attitudes and behaviors in key dimensions of leadership and management.	*Client Feedback Report covering normative scores *Coaching Report for Leaders	\$19.85 \$34.85 (\$51.95 for both reports)

Career Interests and Performance Tools

Strong[®] Career planning, basic work style and interest inventory. Encompasses 6 key occupational groupings and 122 careers.	Newly updated in 2004. Premier career management and interest assessment tool. 122 careers, each normed separately for men and women.	*Profile Report *Interpretive Report Other reports available -- for college, high school, skills confidence inventory.	\$8.20 \$14.20 \$7.90-\$17.60
TAIS[®] Measurement of attention and distraction patterns, related to a person's information processing and personal and interpersonal responses to challenges.	Reveals attention patterns that predict performance under stress to raise level and/or consistency of performance; assesses 20 different concentration skills and personality characteristics.	*Interpretive Report *Technical Report; Performance variables related to how executives perform under stress in the areas of risk taking, competitiveness, decision making speed, extroversion, introversion, expressiveness.	\$75

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Multi-rater Tools

INSTRUMENT	BENEFITS	AVAILABLE REPORTS	COST EACH
Type 360[®] Multi-rater assessing 8 meta competencies and 8 mental functions of personality.	Assesses strengths and weaknesses of whole type mental functions in context of specific leadership skills.	*Development Report Overlays 8 major leadership competencies onto the 8 mental processes as defined by the MBTI. 192 item or 64 item questionnaire available.	\$125 (192 items) \$85 (64 items)
VOICES[®] Multi-rater exploring 67 competencies and 19 derailers that most impact job performance and promotion.	Research based instrument; world's premier leadership development tool; 360 component of Lominger's Architect Suite; multiple languages	*Customized Report Identifies an organization's wanted vs. delivered objectives; certification of VOICES includes certification in the Suite's Leadership 101 .	\$250
CDP[®] Multi-rater assessment provides constructive conflict management strategies.	Identifies conflict dynamics profile, constructive and destructive behaviors, and "hot buttons"	*Multi-rater Self-report	\$175 \$30

Measures of Emotional Intelligence Tools

BarOn EQ-i[®] 'People skills' identified - measures 15 aspects of social and emotional functioning.	First fully validated and globally normed measure of 15 factors of EQ; intrapersonal, interpersonal, adaptability, stress management, and general mood.	Individual Summary Report *Development Report (with scales and scores) Resource Report (with scales only) Leadership Report Business Report	\$25 \$41 \$41 \$99 \$48
EQ 360[™] Emotional intelligence multi-rater of perceptions of demonstrated EQ behaviors.	Multi-rater based on BarOn's EQ-i [®] ; can be used as coaching tool to assess effectiveness.	*Multi-rater Feedback Report	\$170

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Instrument Specifics

Tool	Reliability	Validity	# Items	Scales	Time to Complete
MBTI [®]	Internal consistency Test-retest	Item response theory, factor analysis, 9,000+ studies, 60 years of research	144	4 dichotomies 16 types	30 min
FIRO-B [®]	Reproducibility coefficient Test-retest	Criterion studies, 50 years of research based on national random sample	54	6 scales	15 min
CPI 260 [®]	Internal consistency Test-retest	Factor analytic criterion, 50 years of CCL leadership research combining scale results for comparison with 5,600 managers and leaders	260	27 scales	30 min
Strong [®]	Internal consistency Test-retest	Criterion validity, Concurrent validity 75 years of research, updated in 2004	291	6 + 30 + 244 + 5 scales	35 min
TAIS [®]	Internal consistency Test-retest	30 years of research Predictive validity, concurrent validity	148	18 scales	20 min
Type 360 [®]	Internal consistency	Item response theory	192 or 64	8 scales	25 min or 15
VOICES [®]	Internal consistency Test-retest	20 years research on underlying constructs; predictive criterion validity	86	8 clusters	30 min
CDP [®]	Internal consistency Test-retest	Factor analytic criterion, concurrent validity	78	15 scales	25 min
BarOn EQ-i [®]	Internal consistency Test-retest	Factor analytic criterion, Predictive	133	15 scales	30 min
EQ 360 [™]	Internal consistency	Concurrent validity	88	15 scales	30 min

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