

**Overview:** Personal assessments are used to reinforce the coaching process and are designed to accelerate leadership effectiveness by using the results to assist leaders and teams in understanding how they think and behave, along with how those impacts leadership effectiveness. DGS offers a variety of assessments to reinforce coaching and leadership protocols. Examples list as follows:

**Leadership Circle Profile (LCP) Assessment:** Designed to accelerate leadership effectiveness beyond traditional competency-based approaches. The LCP reflects and synthesizes a diverse body of scientific research. The LCP continues to evolve to remain the leading edge and global standard in assessment methodology. The Institute for Psychological Research and Application (IPRA) has confirmed through rigorous statistical and methodological analyses that “The Leadership Circle Profile is an internally consistent, valid measure for leadership development. The psychometric properties of Leadership Circle Profile are strong.” LCP provides a detailed snapshot: “How are my behaviors and mindset enabling or constraining our purpose and business performance?” The LCP is the only instrument that measures the two primary leadership domains — Creative Competencies and Reactive Tendencies. It measures behavior, underlying beliefs, and assumptions—the habits of thought that run much of our behavior. As leaders gain these insights, they have much higher leverage to make transformative change. The Leadership Circle approach is a powerful path to step changing leaders’ capabilities individually and as a team to drive positive change and deliver outstanding results. It can move an organization, it moves you from reactive, defensive, and excuse making to creative, purposeful, and outcome focused. Relevant historical data:

- 200,000+ leaders surveyed worldwide
- 3 million+ LCP evaluators
- 300 million+ data points collected
- 40% Fortune 50 companies use LCP

**Positive Intelligence (PQ) Mental Fitness Assessment & Operating System:** One’s capacity to respond to life’s circumstances with a positive rather than a negative mindset and measures the strength of positive mental muscles (Sage) versus negative (Saboteur). Mental Fitness is the X-Factor of Your True Potential! Positive Intelligence reflects ‘Why only 20% of Teams and Individuals Achieve Their True Potential and shows How An Individual Can Achieve Theirs.’

PQ focuses on dramatically improving individual performance and effectiveness while reducing stress. It is a validated science-based and trusted system designed to support new habits provided individuals are prepared to dedicate the initial effort to rewire years of unbeneficial mental habits with a focus of just 2% of one's time to PQ each week.

The PQ Operating System:

- Reduces stress with increased fulfillment
- Higher retention of the best people
- Laser-like focus on the most important projects
- Fosters relationships, trust, and collaboration
- Increases sales and client satisfaction
- Improves employee engagement and enthusiasm

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## 'PERSONAL ASSESSMENTS'

**DiSC Behavioral Assessment:** A self-scored behavioral assessment that offers insight to an individual's personal behavior, of clarity into preferences, and on strengths and areas they may want to develop further. Individual reports as well as team reports can be generated for individuals to better understand their role within the group or better understand group dynamics and capitalize on individual and group strengths.

DiSC Objectives:

- Identify behavioral tendencies and preferences
- Recognize how your behavior affects others
- Discuss the value of individual differences
- Learn techniques to maximize your strengths and reduce conflict

By understanding themselves better, individuals will be able to appreciate the styles of others and other behavioral types. One can use this greater understanding and improved self-awareness to assist in making education and career-related decisions to have increased satisfaction in jobs, along with adapting to build positive relationships. With these skills people and organizations will:

- Improve communication
- Increase productivity
- Improve employee morale
- Minimize conflict and stress
- Increase management effectiveness
- Build on personal strengths

**TetraMap Assessment:** A globally proven learning model designed to improve team cohesion and collaboration, boosting productivity, and customer service. It helps individuals understand why they think, behave, and see the world the way they do and offers a method of how to best work with others who have different behavioral styles. TetraMap turns irritations into insights and transforms team performance by offering insight into appreciating difference, acknowledging interdependencies, and enabling synergies. It triggers the combined power of different styles with a view of "I can achieve more with you than I can working alone." This perspective overcomes internal silos to improve team unity. What sets TetraMap apart from other similar assessments?

- A fresh, inspiring, inclusive model that fosters energy and vitality in individuals and teams
- Relevant to people of all levels, functions, and abilities, quickly building engagement and enthusiasm so that learning happens fast
- Results will be immediately obvious, and the legacy of learning is what sets TetraMap apart
- Participants will be equipped with the skills, tools, and awareness to apply it for weeks, months, and years to come

TetraMap benefits:

- Improves collaboration and productivity
- Reduces workplace conflict
- Increases sales and customer service
- Streamlines planning processes
- Facilitates change implementation faster and easier