



Assessment and Development Resources Selection Guide



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Center for
Creative
Leadership
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360-DEGREE ASSESSMENTS

| | AUDIENCE | ASSESSES | COMPETENCIES | SPECIAL FEATURES |
|--|--|--|--|---|
| Executive Dimensions® www.ccl.org/execdimensions 92 items \$395* per set, Group Profiles, \$300 each <i>Certification is required</i> | For top-level executives | Specific leadership behaviors at the top levels of an organization | Executive Dimensions contains 92 questions that are divided into the following areas: > Leading the business > Leading others > Leading by personal example 20 - 30 minutes to complete | > Exclusive normative comparisons > Ratings for both importance and competence provided > Development Planning Guide included > Linked to <i>FYI For Your Improvement™</i> > Multiple languages available |
| Benchmarks® www.ccl.org/benchmarks 155 items \$295* per set, Group Profiles, \$300 each <i>Certification is required</i> | For middle- to senior-level managers and executives with at least three years of managerial experience | Skills and perspectives learned through development and potential flaws that can derail a career | Benchmarks contains 155 questions that are divided into the following areas: > Meeting job challenges > Leading people > Respecting self and others > Problems that can derail a career 30 - 40 minutes to complete | > Provides derailment data > Normative comparisons > Development Planning Guide included > Multiple languages available |
| Prospector® www.ccl.org/prospector 48 items \$225* per set, Group Profiles, \$300 each <i>Certification is required</i> | For high-potential individuals, contributors and managers, or global managers and executives | Ability to learn and the willingness to take advantage of growth opportunities | Prospector contains 48 questions that are divided into the following areas: > Learning to learn > Learning to lead 10 - 15 minutes to complete | > Normative comparisons > Development Planning Guide included |
| 360 BY DESIGN® www.ccl.org/360bd Pricing based on level of customization. Setup fees begin at \$2,000. \$275* per set (from 1 - 10) Group profiles, \$300 each <i>Certification is required</i> | Any level of manager or executive | Competencies important to the organization and potential flaws that can derail a career (customizable) <i>(Detailed competency listings are available on our Web site.)</i> | 360 BY DESIGN does not have a predetermined number of questions. It can be customized to fit your organization's needs and competencies. You can configure this assessment from our data-base of 94 competencies and 5 derailment factors. Some of the topic areas are: > Leading yourself > Leading others > Leading the organization > Problems that can derail a career > Global competencies Number of items and time to complete depends on competencies chosen. <i>Competency Mapping available (see customized services)</i> <i>Opportunities available for licensing content. Contact CCL for more information.</i> | > Customizable > Normative comparisons > Ratings for both importance and competence provided > Development Planning Guide included > Available in multiple languages |

*Quantity discounts available.

The 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 tool that best fits with your organizations needs. We offer a variety of 360-degree assessment tools suited for each level of manager. 360 Process Orientations help to maximize organizational investment by generating enthusiasm, creating buy-in and optimizing participation.