

MENTOR® Leadership Battery

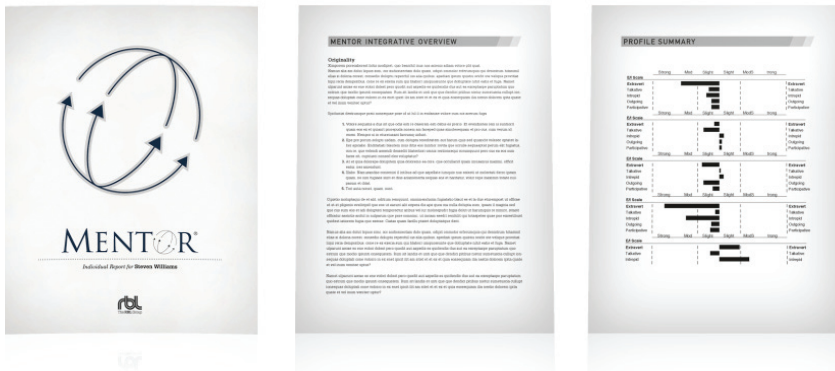


PSYCHOMETRIC ASSESSMENTS | THE RBL GROUP

Psychologists have developed and applied leader assessment, selection, and development tests and techniques in a wide range of settings for many years. In doing this type of assessment, it is critical to use tests and procedures that are empirically derived and have evolved from research on assessing leaders and future leaders for succession planning and leader development.

Our approach includes an analysis of leader task and temperament requirements and identifies the quality of the fit between potential future or current job requirements and each candidate's skill set and temperament. The test battery addresses basic constructs that are reliable and valid indications of a leader's current and probable future performance effectiveness.

The RBL Group uses the MENTOR® approach which has been developed and refined with thousands of leaders over the last thirty years. Our approach can be used to identify candidates with the highest potential for future promotion and fit with an organization's culture. The process identifies a candidate's strengths and weaknesses relative to current and future job requirements. The process incorporates professional experience and individual test results into feedback that is tailored for each participant. The feedback is then delivered in positive and developmentally oriented one-on-one session that is designed to promote growth and improvement in select areas and to reinforce individual strengths. Finally, following the feedback session, each participant receives a personalized development plan.



Each MENTOR® participant takes an online battery of six separate assessments that are the foundation of the composite leadership psychological profile.

The MENTOR® Leadership Battery is an important tool to help current and potential leaders in your organization recognize their personal strengths and weaknesses and identify development priorities. Applied at the organizational level, it can help pinpoint potential leaders with the greatest likelihood of future success to guide leadership development investments.

AT A GLANCE

The MENTOR® Psychological Assessment battery identifies an individual's characteristics in 26 dimensions and profiles them in five categories that correspond to the five basic dimensions of personality. Detailed information in the individual report and feedback session then explains how the scores translate into strengths and development needs:

Originality

Is the ability to look into the future, to see beyond the status quo, and to generate new creative ideas, solutions, and approaches prevalent?

Leadership Potential

Is the self confidence, high level of motivation, and mutual trust required to be an effective leader part of the individual's personality?

Team Orientation

Are the decisions made based primarily on analysis, logic, and fact or are they values based and focused on the effects these decisions will have on the people involved?

Organization and Execution

Is there a preference for a planned and well-organized work environment predisposing the individual to be efficient, systematic, and results oriented or is there a preference for a less-structured environment predisposing the individual to be more imaginative, exploratory, and open to change and new projects?

Temperament

Is the individual confident, optimistic, even-tempered, and appreciative of good relationships with others, qualities that influence executive judgment and working relationships?

FOR MORE INFORMATION

For further information about the Mentor® Leadership Battery, call us at **801.616.5600** or email us at **rblmail@rbl.net**