



INNERSEE

Psychometrically valid and reliable, based on over 30 years of research with several hundred thousand leaders.



Used in conjunction with a group problem-solving simulation, the GSI provides significant practical insights into how a group functions, allowing the group to focus its efforts precisely on where improvement is needed.

MAXIMIZING HUMAN POTENTIAL THROUGH
awareness, understanding and experience.

Assessments

Leadership WorkStyles™

What is Leadership WorkStyles™?

Leadership WorkStyles™ is an assessment tool that measures the thinking and behavioural types that impact a manager's ability to lead. This tool provides leaders with highly personalized feedback on how their ways of acting and reacting to people and situations shape their effectiveness.

Leadership WorkStyles™ is based on over 30 years of research with several hundred thousand leaders and it is psychometrically valid and reliable. It indicates motivational and behavioural tendencies as opposed to skills, as well as your individual report provides you with insights and concrete suggestions for improving your success as a leader.

The Leadership WorkStyles™ can be used as either a self or a 360 assessment tool. Combining the two sets of feedback, the self-assessment report and the 360 report, will provide meaningful information to the leader about how they are leading others.

Applications of Leadership WorkStyles™?

- Showing leaders how their styles combine to shape their leadership performance
- Helping leaders develop realistic strategies and solutions to improve their current leadership effectiveness
- Offering leaders feedback to help them develop into positions of greater responsibilities

Group Styles Inventory™

What is the Group Styles Inventory™?

The Group Styles Inventory™ quantifies interaction styles to show teams how they can work together more effectively and achieve synergy when solving problems—that is, to ensure that their interactive efforts have a greater impact than the sum of their individual efforts. Designed for serious team building programs, the group styles measured by the GSI are directly related to team effectiveness, solution acceptance, solution quality, and synergy.

Directly related to team effectiveness, solution acceptance, solution quality, and synergy.

Unique Characteristics of GSI

- Provides group members with a "safe" way to talk about team and individual behaviours and the impact these have on the group's performance
- Allows group members to clearly identify what is helping and hindering the team in its efforts – leading to developmental planning for enhanced performance
- Meets academic and psychometric standards

InnerSee is certified and accredited to use products from:





INNERSEE

Creates a common language about working relationships that guides people toward greater understanding and interpersonal effectiveness.

A key behaviour of effective leaders is the capacity to influence those around them in a positive way.

How can we help you maximize the potential of your organization? You can contact our office by phone, **519-653-2337** or send us an email at info@innersee.com

innersee.com

MAXIMIZING HUMAN POTENTIAL THROUGH
awareness, understanding and experience.

Assessments

Strength Deployment Inventory®

What is the Strength Deployment Inventory®?

The Strength Deployment Inventory® (SDI®) is a powerful assessment tool for all levels of an organization. It is used to help us understand WHY we and other people are motivated to behave as we do. It is intended to create a common language about working relationships that guides people toward greater understanding and interpersonal effectiveness. Through experiencing the SDI®, people achieve very powerful learning outcomes as they are guided towards identifying their motivational values, not just their behaviours.

Conflict and motivational values have a strong connection. People are more likely to engage in conflict over things that are important to them than over things that are marginal to them – a critical insight in today's highly changing business environments. Combined with a focus on real business issues, the SDI® helps leaders at all organizational levels focus on how they communicate and work with one another and deploy individual and team strengths in light of current business needs. The end result is reduced conflict and increased collaboration and trust, building productive work relationships for sustainable results.

Influence Style Indicator™

What is Influence Style Indicator™?

A key behaviour of effective leaders is the capacity to influence those around them. When you influence in an effective way, you increase trust, support and ownership. When you influence ineffectively you increase mistrust, intimidation and resentment. The Influence Style Indicator™ is a leadership assessment tool designed to measure an individual's preferred styles as they influence others. Influence Style Indicator™ defines influence as the interpersonal behaviours that we use to have a positive impact on another party or group's choice. The assessment tool addresses one's dominant, preferred, secondary and under-utilized influencing styles. The online assessment provides individuals with a personalized feedback report based on their unique preferences.

You will learn about the two primary orientations:

- 1) **Advocating:** Individuals put forward ideas and offer logical and rational reasons to convince others of their point of view.
- 2) **Uniting:** Individuals advocate for their position by encouraging others with a sense of a shared mission and exciting possibilities.

How it works

- Learn about five unique influencing styles: Rationalizing, Asserting, Negotiating, Inspiring, Bridging
- Understand when their personal style is best used and what the potential pitfalls may be
- Improve the ability to connect with others using a variety of influencing styles
- Be able to identify others' preferred style



Influence Style Indicator is a registered trademark of Discovery Learning Inc. © 2013 Discovery Learning Inc.

Experience. Explore. Empower.