



## Assessments

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Self-discovery is a key component of the Small Town Leadership Coaching philosophy. Three assessments are offered to help you increase self-awareness along several dimensions:

### **Energy:**

The **Energy Leadership Index assessment** is an attitudinal assessment that helps you understand how you are showing up in life – under both normal and stressful circumstances. As part of the Energy Leadership Index assessment and debrief process, you'll learn about the 7 levels of leadership and how much energy you have that is either suppressing or inspiring you – and others – on a daily basis. Because attitude is subjective, it can be altered. Studies prove that higher levels of consciousness are associated with higher levels of success in life, including success in finances, relationships, personal development, achievement, and more.

This assessment helps you understand:

- How involved or engaged you are in your roles and tasks on the job and at home
- Your awareness about who you are and what life is about
- Your leadership potential

### **Personality and Behavior:**

The **DISC profile** is a non-judgmental assessment that produces a detailed report about your personality and behavior. It provides a common language that you can use to better understand yourself as well as adapt your behaviors with others. This is a frequently used tool used within work teams, for leadership development and other relationship-oriented functions.

The DISC profile helps you:

- Increase your self-knowledge about how you respond to conflict, what motivates you, what causes you stress and how you solve problems
- Improve working relationships by recognizing the communication needs of team members
- Facilitate better teamwork and teach productive conflict
- Become a more self-knowledgeable, well-rounded and effective leader

### **Motivation and Drivers:**

What makes you tick? What gives you meaning? The **Motivators assessment** helps answer these questions. It measures variances among seven key drivers of personal motivation:

- **Aesthetic** - a drive for balance, harmony and form.
- **Economic** - a drive for economic or practical returns.
- **Individualistic** - a drive to stand out as independent and unique.
- **Political** - a drive to be in control or have influence.
- **Altruistic** - a drive for humanitarian efforts; help others altruistically.
- **Regulatory** - a drive to establish order, routine and structure.
- **Theoretical** - a drive for knowledge, learning and understanding.