

## COMPETENCY SUITE ASSESSMENTS INSTRUMENTS

Competency assessments can assist employees, managers, human resources professionals, consultants, and trainers understand and appreciate an individual's skill level in important work related competencies.

They can be used in a variety of settings including:

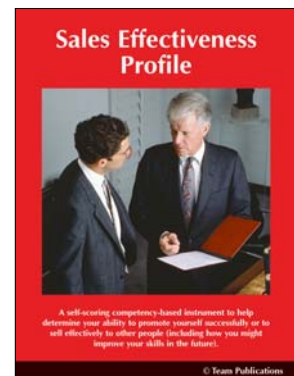
- To assist in identifying personal strengths and development needs at the behavioural level in a given sub-competency and what he or she might do to change this.
- As a pre- and post-training activity and/or reading associated with a course or coaching session on management or leadership.
- Offer a useful follow up activity after an appraisal or career development session with his or her manager.



WCOD is currently offering a collection of separate but complimentary style assessments from their large catalogue to assist firms and individuals who seek to better understand their current strengths in key areas and to create development plans leveraging this insightful data. A key feature of these assessments is the inclusion of targeted coaching tips for each area of competency to truly jump-start the development process.

The seven competency assessments included in this product family are:

- Coaching Effectiveness
- Communication Effectiveness
- Listening Effectiveness
- Change Management Effectiveness
- Goal/Objective Setting Effectiveness
- Sales Effectiveness
- Service Effectiveness



Each competency instrument questionnaire is part of a well-validated and practical competency model for the topic. Usually requiring only about 10-15 minutes to complete, all the instruments are available online with Self, 180°, and 360° format options. The system automatically delivers a 30-plus-page report containing behaviourally based results for that individual, while allowing them to take action in terms of leveraging existing strengths or tackling areas in need of development. This includes extensive coaching tips.

### KEY DISTINGUISHING FEATURE

**Personalized and targeted coaching tips are available for each of the 84 questions contained in all 7 of these titles.**

### WHAT'S NEXT?

To take up this offer, or for more information, simply e-mail [Anne@od-center.org](mailto:Anne@od-center.org) your name, company, address, and phone details – someone will get back to your right away.

For 15 years the Worldwide Centre for Organisational Development has been offering its clients best-practice people-based research, consulting services and on-line tools to help maximize human potential. WCOD is located in Los Angeles, California, with offices also in Australia and the UK.



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