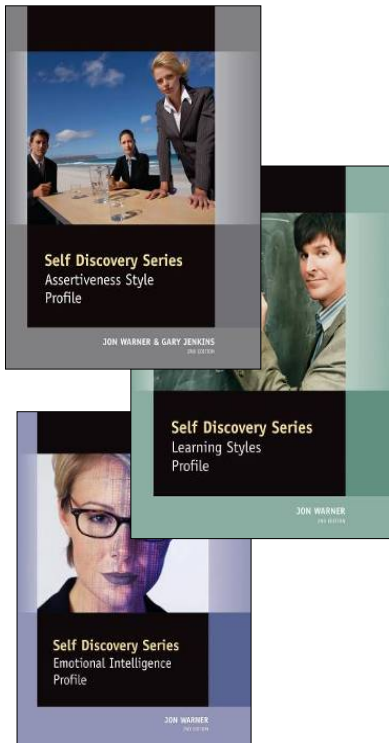


## EMPLOYEE DEVELOPMENT: STYLE ASSESSMENT SUITE

Style assessments can assist employees, managers, human resources professionals, consultants, and trainers understand and appreciate an individual's unique qualities and how that may impact them in the workplace.

They can be used in a variety of settings including:

- To allow individuals to appreciate personal preferences or biases in terms of style and what he or she might do to change this.
- As a pre-activity, reading and reflection ahead of a coaching session or training course
- As a useful follow up after an appraisal or career development session with his or her manager.
- As a tool integrated into training, coaching and teambuilding sessions.



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 unique styles and create development plans leveraging this insightful data. Included are the following assessments.

These nine assessments are:

- Negotiating Style
- Assertiveness Style
- Conflict Style
- Risk Style Profile
- Delegation Style
- Learning Styles
- Influencing Style
- Emotional Intelligence Style
- Poor Performance Style

Each of these instrument questionnaires is part of a well-validated and practical four-quadrant grid model. Usually requiring only about 10-15 minutes to complete, all the instruments are available online. The system automatically produces a narrative report which records the results of an individual's style preference and provides extensive interpretive information to allow personalized action-planning, using "style flexing" to improve the individual's long-term performance or organizational contribution.

### **WHAT DO YOU GET AND WHAT ARE THE BENEFITS?**

Full unlimited access to the web site where individuals can undertake any one or many online style assessments on any of the 9 topics as often as they like.

**KEY DISTINGUISHING FEATURE**  
**FREE 12-page booklet available to assessment-takers on 6 of the style topics available**

### **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.



Worldwide Center for Organizational Development (WCOD)  
110-705 8939 S.Sepulveda Blvd  
Los Angeles, CA, USA  
Telephone: +1 (310) 306-0980  
Fax: +1 (310) 349-3391

Worldwide Centre for Organisational Development (WCOD)  
5 The Hermitage, Portsmouth Rd  
Kingston, Surrey, UK KT1 2LZ  
Telephone: +44 0845 130 9385  
Fax: +44 0870 759 8384