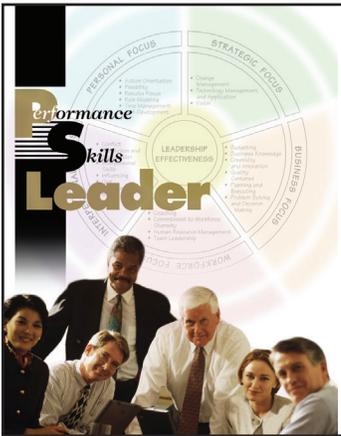


# MULTI-RATER LEADERSHIP ASSESSMENT



## PS Leader

### Overview

*PS Leader* is a research-based leadership competency assessment that gives leaders a multi-perspective view of their leadership effectiveness, and helps them target areas for improvement. The core of the

assessment is a set of 24 clearly defined competencies that have been shown to be an essential part of effective leader performance.

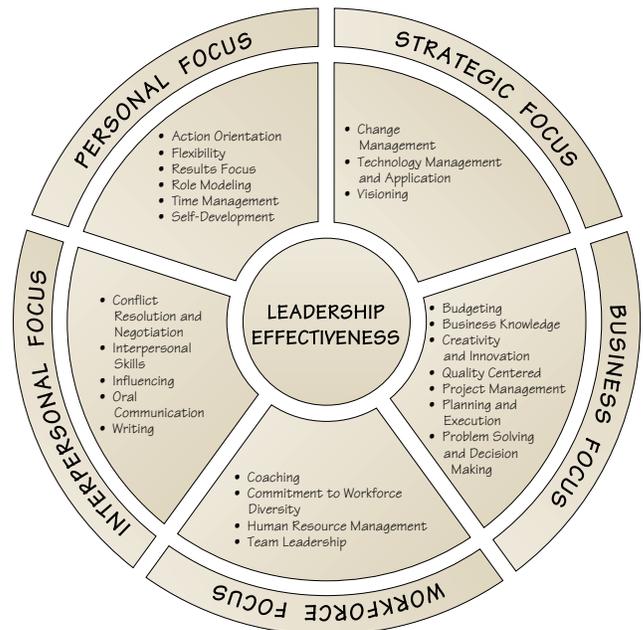
### Key Benefits

- Moves leadership away from the traditional, closed hierarchical paradigm and toward a more open, inclusive, performance orientation centered on competencies that leverage the mission of the organization and each participating manager.
- Leadership report — A Leader's development needs are identified from several perspectives, and *PS Leader* weights job critical items to most accurately prioritize development needs.
- Flexibility — This multi-rater assessment can be used as a leader self-assessment or with supervisors, peers, and direct reports for 360° feedback.
- Easy to administer — *PS Leader* is online, so participants simply follow instructions provided on email for completing the 82-item questionnaire. *PS Leader* can also be administered using paper/pencil.
- Relevant feedback — Rather than answering questions about particular leadership competencies that can be difficult or impossible to make judgments on, respondents are asked about specific behaviors associated with these competencies. By rating these observable behaviors, the assessment provides a method for accurately measuring competencies.

### Description: The PS Leader Model

The *PS Leader* Model is the result of years of extensive research involving over 12,000 supervisors, managers, and executives in

both private and public sector organizations. This research was conducted to determine which specific skills top performing leaders possess that set them apart from average and ineffective leaders. The result was the definition of 24 “most critical” leadership competencies displayed in the *PS Leader* Model below.



### Debriefing Leaders on their Assessment Results

An Administrator's Manual outlines a comprehensive half-day session ideal for facilitating a group of managers through their results or coaching an individual manager or executive. This facilitated session provides a structured process for managers to identify their unknown strengths and leadership blind spots. Managers will create a development plan and select activities to start making immediate improvements in their performance.

### Features

- Customization — You can modify the *PS Leader* competency model or we can identify and describe performance-based competencies for any group in your organization.
- Confidentiality is guaranteed — Once respondents complete the online questionnaire, data is locked and sequestered. This guarantee of confidentiality will allow peers and direct reports to feel comfortable giving honest feedback.
- Pricing: \$125 for each participating leader. Includes Individual Feedback report and Participant Interpretation booklet.