



Dekon HR

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Assessment & Evaluation

ASSESSMENTS FOR INDIVIDUALS AND ORGANIZATIONS

Assessment center,
psychometry, on line
assessment, paper
assessment, self
assessment, 180 and 360
degree evaluations)

I. Assessment Center & Talent Management Programs

When do you use Assessment Center?

- for an objective selection of the candidates
- for increasing team efficiency
- for identifying the training and development needs
- for developing career plan
- for talent management programs

What does involve an Assessment Center project ?

We, following the discussion with the company,

- clearly define the project objective,
- establish tests and instruments for the expected objective and competencies
- organize an evaluation day (duration: 6 to 8 hours)
- study the results and behaviors during tests
- make the reports in which we analyze all the competencies
- make objective recommendations

II. Attitudinal, Personality, Aptitudinal Evaluation and Assessment (Romanian version – psychometrics tests)

- [Test motivatie - AMI \(link\)](#)
- [Test motivatie - TOM \(link\)](#)
- [Test abilitati comerciale - PASAT 2000 - raport de selectie \(link\)](#)
- [Test abilitati comerciale - PASAT 2000 - raport descriptiv \(link\)](#)
- [Test copii - stiluri personale - LSI \(link\)](#)
- [Test inteligenta -MAB II \(extras\) \(link\)](#)
- [Test inteligenta - GAMA \(link\)](#)

- [Test inteligenta emotionala EQI \(extras\) \(link\)](#)
- [Test stress ocupational JSS \(link\)](#)
- [Test personalitate CPI 260 PLUS \(link\)](#)
- [Test personalitate - NEOPIR \(link\)](#)
- [Test personalitate NEO-FFI \(link\)](#)
- [Test personalitate BFQ \(link\)](#)
- [Test personalitate FFNPQ \(link\)](#)
- [Test interese vocationale \(copii, adulti\) - SDS \(link\)](#)

II. On-line Behavioral Assessments for Organizations & Groups – (English version)

1. Accountability Experience Online Assessment Center Credit
2. Becoming A Customer Service Star Online Assessment Center Credit
3. Benchmarks of Team Excellence - Online Assessment Center Credit for Groups
4. Benchmarks of Team Excellence - Online Assessment Center Credit
5. Change Reaction Online Assessment Center Credit
6. Comprehensive Leader - Online Assessment Center Credit with Feedback Report
7. Conflict Strategies Inventory 3ed - Online Assessment Center Credit
8. Conflict Strategies Inventory 3ed - Online Self-Study Assessment Center Credit
9. Cross-Cultural Adaptability Inventory - Online Assessment Center Credit
10. Emotional Intelligence Skills Assessment – Online
11. Emotional Intelligence Skills Assessment Online Assessment Center Credit
12. Emotional Intelligence Skills Assessment Online Assessment Center Credit

with Digital Workbook

13. Employee Engagement Management Inventory Online Assessment Center Credit with Feedback Report
14. Extraordinary Teams Inventory - Online Team Assessment
15. Get Fit For Coaching Online Assessment Center Credit
16. Get Fit For Coaching Online Assessment Center Credit with Feedback Report
17. Group Development Assessment Online Assessment Center Credit
18. Interpersonal Influence Inventory Online Assessment Center Credit
19. Leadership Unlimited Profile Online Assessment Center Credit
20. Leading Change at Every Level Online Assessment Center Credit
21. Learning Styles Questionnaire Online Assessment Center Credit
22. Learning to Listen 3ed - Online Assessment Center Credit
23. Learning to Listen 3ed - Online Self-Study Assessment Center Credit
24. Legacy Leadership Competency Inventory Online Assessment Center Credit
25. Legacy Leadership Competency Inventory Online Multi-Rater Assessment Center Credit
26. Mastering the Change Curve Online Assessment Center Credit
27. Matrix Manager Inventory Online Assessment Center Credit
28. Negotiating Style Profile Online Assessment Center Credit
29. Negotiating Style Profile Online Assessment Center Credit with Feedback Report
30. Neurolinguistics Communication Profile Online Assessment Center Credit
31. Personal Style Inventory Online Assessment Center Credit
32. Personality Style at Work Core Profile Online Assessment Center Credit
34. Supervisory Skills Questionnaire 4ed - Online 180° Self-Study Assessment
35. Supervisory Skills Questionnaire 4ed - Online Assessment Center Credit
36. Supervisory Skills Questionnaire 4ed -Online 180° Assessment

37. Team Effectiveness Profile Online Assessment Center Credit
38. Trust: The Ultimate Test Assessment Online Assessment Center Credit
39. What's My Coaching Style Online Assessment Center Credit
40. What's My Communication Style Online Assessment Center Credit
41. What's My Leadership Style Online Assessment Center Credit
42. What's My Learning Style Online Assessment Center Credit
43. What's My Selling Style Online Assessment Center Credit
44. What's My Style Online Assessment Center Credit
45. What's My Team Member Style? Online Assessment Center Credit
46. What's My Time Style Online Assessment Center Credit

Online Assessments for Organizations & Groups – (English version)

Self Assessment & Multi Rater Assessment

Effective Employee Skills & HR Assessment Tools

Gone are the days of HR assessments where you mail pre-work to participants, shuffle paperwork, and tabulate scores in your head. Now there is a solution that will transform the way you prepare for and deliver training with online assessments, whether your audience is 20 or 2,000.

Our pen&paper or online employee assessment tools help you identify all the necessary strengths and weaknesses of current or prospective employees with ease. Whether you're looking to determine the capabilities of a true leader within a group, or just want to filter for soft skills like communication, leadership, and negotiating, you can count on every Dekon HR employee skills assessment to deliver.

As a trainer, your Dekon HR Assessment Center account enables you to:

- Distribute HR assessments instantaneously to a global audience
- Centralize data collection and management
- Manage and track the participant progress and completion
- Access scores immediately and control the release of results
- Provide full-color reports to your audience
- Print results on demand

Employee training benefits include:

- 24/7 access to a secure personal account
- The ability to complete assessments from any location, at any time
- Automatic scoring and instant results
- Personalized, full-color interpretive reports

The DEKON HR Assessment Center makes handling all of your different online employee assessment projects easy and efficient. Create new projects and surveys, get instant updates on participant progress, send invites to new participants, set reminders, and manage all activity from a simple, streamlined interface. Our employee assessment tools were designed to be accessible for all skill levels to operate, and we're always available to answer any questions that may arise throughout the process.

Best of all, when you choose DEKON HR as your source for HR assessments, you'll be selecting a proven, trusted developer and publisher in the field for over 30 years. Our exercises reveal deeper insights into the capabilities of new candidates and your team, and give you actionable results you can use to grow your enterprise. Get started today, and see the state of your organization or group with data-driven precision.



1. Accountability Experience Online Assessment Center Credit

PRICE 30 Euro + VAT

The Accountability Experience combines a self-assessment and a one-day workshop to allow employees to feel more in control of outcomes and improve key work relationships. In this workshop, learners will discover the benefits of individual accountability and the strategies to make it happen.

An Assessment Center Account for Group is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Online Assessment Details

This 73-item self-assessment measures a participant's scores in four main areas: personal responsibility, personal accountability, team empowerment, and perception of organizational culture. Utilizing the results and feedback, participants can learn how to change their mindset and behaviors to improve their overall performance and outlook.

Contents

- Personalized Full Color report
- Introduction
- Results Interpretation
- Report Summary
- Item Level Report



2. Becoming A Customer Service Star Online Assessment Center Credit

PRICE 30 Euro + VAT

You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Assessment Contents:

- Assessment
- Interpretive guide
- Action planning
- Full color report



3. Benchmarks of Team Excellence - Online Assessment Center Credit for Groups

PRICE 160.00 + VAT

Get the tool that measures a higher level of team functioning. Benchmarks of Team Excellence reveals important information about the experience and attitudes of those who know the team best - the team members. Benchmarks will help you measure the extent to which teams possess the 6 indicators of excellence:

- Alignment
- Team Effectiveness
- Empowerment

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- Passion
 - Commitment
- Results



4. Benchmarks of Team Excellence Online Assessment Center Credit

PRICE 30 Euro + VAT

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

An Assessment Center Account for Group is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*



5. Change Reaction Online Assessment Center Credit

PRICE 30 Euro + VAT

You will need to purchase 1 credit per individual participant. (Quantity discounts are available,

starting at 50 units per purchase.)

Assessment Contents:

- Assessment
- Interpretive information
- Action planning
- Full color presentation



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6. Comprehensive Leader - Online Assessment Center Credit with Feedback Report

PRICE 50 Euro + VAT

Includes 1 credit for one Comprehensive Leader 180 Online: One self assessment and a report for feedback for an unlimited number of raters.

You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Assessment Includes:

- A Model of Comprehensive Leadership
- Comprehensive Leadership Dimensions
- Understanding Your Leadership Profile
- Taking Action to Continue Learning



7. Conflict Strategies Inventory 3ed - Online Assessment Center Credit

PRICE 30 Euro + VAT

Conflict Strategies Inventory is a soft-skills training program on conflict management strategies, based on the Blake and Mouton Styles Grid. The assessment identifies an individual's preferred conflict strategy, examines each strategy, and enables individuals to develop an action plan to put learning into action.

In about 25 minutes this self-assessment, also available in a paper version, presents individuals with real world situations and identifies a preference for one of five basic conflict strategies. Scores create a personal Conflict Strategies Profile. We recommend adding a participant workbook for more comprehensive learning.

Includes a credit for one *Conflict Strategies Inventory* online self-assessment.

- Personalized, full-color interpretive report
- Conflict Strategies Profile
- Interpreting Your Results
- The Ten Conflict Situations

Purchase one per individual. Quantity discounts available.



8. Conflict Strategies Inventory 3ed - Online Self-Study Assessment Center Credit

PRICE 32 Euro

Conflict Strategies Inventory is a soft-skills training program on conflict management strategies, based on the Blake and Mouton Styles Grid. The assessment identifies an individual's preferred conflict strategy, examines each strategy, and enables individuals to develop an action plan to put learning into action.

Order one Online Self-Study Assessment per individual.

Participants will complete the assessment on an individual, self-guided basis, and it will be scored automatically. They'll receive detailed, personalized reports, and the assessment can be used for individual coaching.

- The Conflict Strategies Model
- Personalized, full-color interpretive report
- Conflict Strategies Profile
- Interpreting Your Results
- The Ten Conflict Situations and the result of each option
- An Example of the Integrating Strategy in action
- Appropriate uses for each of the five strategies



9. Cross-Cultural Adaptability Inventory - Online Assessment Center Credit

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PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations. You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Awareness of our own cultural identities and experiences is the first step in becoming more effective cross-culturally.

The *Cross-Cultural Adaptability Inventory Self-Assessment* compares an individual's scores on the four *CCAI* dimensions and will help identify strengths and weaknesses when it comes to interacting with other cultures. The purpose of this inventory is to help assess an individual's adaptability to living in another culture and to interact effectively with people of other cultures. A computer-scored profile automatically generates the feedback report. The *CCAI Self-Assessment* takes approximately 20 minutes to complete and score.

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please Contact us to set up your account today. A one-time fee will be applied for account set-up.



10. Emotional Intelligence Skills Assessment – Online Multi-Rater Assessment Center Credit

PRICE 125Euro

Purchase one credit per participant. Each credit includes the self-assessment, rater assessment, interpretive report, and the online participant workbook. *Feedback from a minimum of three raters in each of the peer and direct report categories is required to generate a report. This limitation is in place to protect rater anonymity.*

Assessment Contents:

- The EISA Advantage
- Using the EISA: 360
- About the Scoring
- Your EISA: 360 Results Summary
 - Areas of Greatest Consistency and Greatest Opportunity

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- Individual Factor Results
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing



11. Emotional Intelligence Skills Assessment Online Assessment Center Credit

PRICE 45 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- 50-item Assessment
- Auto-Scored Interpretative Report
- The Five Factors of Emotional and Social Intelligence
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing



12. Emotional Intelligence Skills Assessment Online Assessment Center Credit with Digital Workbook

PRICE 68 Euro

Includes 1 credit plus downloadable Participant Workbook for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- 50-item Assessment
- Auto-Scored Interpretative Report
- The Five Factors of Emotional and Social Intelligence
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing

Participant Workbook Table of Contents:

- Introduction and Overview
- What is Emotional Intelligence and Why is it Important at Work?
- The Five Factors of Emotional Intelligence
 - Perceiving
 - Managing
 - Decision Making
 - Achieving
 - Influencing
- Understanding Your Results
- Developing Your Emotional and Social Skills
- Development Exercises for each of the 5 EI Scales
- Development Strategies for each of the 5 EI Scales



13. Employee Engagement Management Inventory Online Assessment Center Credit with Feedback Report

PRICE 80 Euro

New! Online 180-degree assessment

Help managers to identify their susceptibility to the three primary causes of job misery with the *Employee Engagement Management Inventory*. The *EEMI 180* is an observer-based tool for the manager's direct reports. Participants will use the feedback from the 180-degree assessment to identify their strengths and weaknesses in terms of the Three Signs (of a Miserable Job). The 36-item assessment targets those individuals best suited to revitalize and revolutionize their workplaces: managers. It helps managers identify their susceptibility to the three primary causes of job misery and assess their weaknesses and their strengths.

Key Take-aways

- Facilitator will receive a customized report that reviews the Three Signs model and reveals the 180-degree results.
- The report highlights performance on an easy-to-read stoplight scale of red-yellow-green.
- Initial results will provide a baseline for a manager's behaviors in relation to the Three Signs.

The assessment is designed for employees with direct reports. A rating from a minimum of three direct reports is required to generate the report. This limitation is in place to protect rater anonymity.



14. Extraordinary Team Inventory (ETI)

PRICE 130 Euro

The *Extraordinary Team Inventory (ETI)* is an online team assessment that measures the Five Indicators of Extraordinary Teams: *Compelling Purpose, Embracing Difference, Full Engagement, Strengthened Relationships, and Profound Learning*. The combined results of the 25-item inventory produces a full-color Team Profile that serves as the basis for the half-day workshop. The team assessment takes approximately 15 minutes to complete and we recommend you allow an hour for interpretation and group discussion.

The foundation for the half-day workshop, the ETI is administered to team members through HRDQ Assessment Center portal. A full-color, detailed report is delivered electronically to the facilitator/administrator when complete.

Order one online team assessment per team. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one team, regardless of the number of team members.



15. Get Fit For Coaching Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Assessment
- Interpretive information
- Action planning
- Full color presentation



16. Get Fit For Coaching Online Assessment with Feedback Raport

PRICE 80 Euro

Includes 1 credit for one Get Fit For Coaching 180 Online

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Includes:

- Coaching Warm-up
- Your Coaching Competencies Profile
- Flexing Your Coaching Muscles
- The Benefits of Coaching - Building Rapport
- Observing and Analyzing
- Questioning and Listening
- Providing Feedback
- Facilitating Learning



17. Group Development Assessment Online Assessment Center Credit

PRICE 30 Euro

The *Group Development Assessment (GDA)* gives groups the opportunity to evaluate how they are currently functioning in the two major dimensions of behavior - task and process. Upon completion of the assessment, team members can share their individual results and manually create a team profile to get a clear, comprehensive picture of group development.

Assessment Credits for Groups

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person. a one-time set-up fee.

Click here to learn more.

Assessment Contents:

Assessment, Interpretative information, Group Development Assessment Profile, Using Your GDA Results.



18. Interpersonal Influence Inventory Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Results of assessment
- The Interpersonal Influence Model
- Your Interpersonal Influence Profile
- Introduction
- What is Influence Style
- What is Assertiveness?
- Assertive Behavior
- Passive Behavior
- Concealed Aggressive Behavior
- Openly Aggressive Behavior
- Factors Affecting Influence Style
- Reflection Questions



19. Leadership Unlimited Profile Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- *Leadership Unlimited Profile Report*
- Understanding the *Leadership Unlimited Profile*
- Your Results
- Behavior Implications
- Enhancing Your Leader Effectiveness (Action Tips)
- *Leadership Unlimited Profile Development Plan*



20. Leading Change at Every Level Online Assessment Center Credit

PRICE 30 Euro

Includes a credit for one *Leading Change at Every Level* online self-assessment. Purchase one per individual. Requires an HRDQ Assessment Center account. Please click [here](#) if you are purchasing a single assessment for self-study or evaluation purposes.

Includes

- Why More People Must Lead Change
- The Five Dimensions of Leading Change
- Your Effectiveness at Leading Change
- Profile Your Overall Effectiveness at Leading Change Score
- Modeling the Change
- Communicating about the Change
- Involving Others in the Change
- Helping Others Break from the Past
- Creating a Supportive Learning Environment
- Action Planning



21. Learning Styles Questionnaire Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available,*

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starting at 50 units per purchase.)

Assessment Contents:

- Personalized, full-color report
- Results of 80-item assessment
- Your Learning Style Scores
- Learning and the Importance of the Individual
- The Learning Cycle
- Learning Styles
- Learning Style Strengths
- Learning Style Weaknesses
- Reflection Questions



22. Learning to Listen 3ed - Online Assessment Center Credit

PRICE 30 Euro

Learning to Listen is a communication assessment and soft-skills training program that measures both visible and invisible listening skills. This listening skills test helps individuals to develop their strengths and improve upon their weaknesses so they are better equipped to handle customer complaints, negotiate contracts, manage teams, and more. *Learning to Listen* is a great foundation for any communication skills training program.

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person.

Individuals are presented with an inventory of 30 listening-related statements. Results reveal scores in three dimensions of listening.

- 30-item online inventory
- Personalized, full-color report
- Your Results

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- Listening Dimension Profile
- Listening Effectiveness Scale
- Interpreting Your Results
- Understanding the Assessment



23. Learning to Listen 3ed - Online Self-Study Assessment Center Credit

PRICE 32 Euro

Learning to Listen is a communication assessment and soft-skills training program that measures both visible and invisible listening skills. This listening skills test helps individuals to develop their strengths and improve upon their weaknesses so they are better equipped to handle customer complaints, negotiate contracts, manage teams, and more. *Learning to Listen* is a great foundation for any communication skills training program.

Order one Online Self-Study Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the self-study version of the Learning to Listen online assessment to one person.

Individuals are presented with an inventory of 30 statements that takes approximately 10 minutes to complete. Results reveal scores in three dimensions of listening. This version of the online assessment features tools to enable self-directed learning, including comprehensive interpretation of results, the Listening Model, a review of responses, and ways to improve performance.

Contents:

- Introduction
- Why is Listening Important
- Common Barriers to Listening
- The Listening Model
- Your Results
- Listening Dimensions Profile
- Listening Effectiveness Scale
- Helping the Listener
- Putting it All Together



24. Legacy Leadership Competency Inventory Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. *(Quantity discounts are available, starting at 50 units per purchase.)*

Assessment Contents:

- 50-item Self-Rated Assessment
- Participant Report
- The Legacy Leadership Model
- How Did I Do Overall?
- How Did I Do in Detail?
- How Do I Create a Plan to Improve?
- Development Plan

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*



25. Legacy Leadership Competency Inventory Online Multi-Rater Assessment Center Credit

PRICE 153 Euro

Multi Rater Assessment for Legacy Leadership Competency Inventory (LLCI)

Purchase one credit per participant. Each credit includes the self-assessment, rater assessment, and interpretive report.

Feedback from a minimum of three raters in each of the peer, direct report, and other categories is required to generate a report. This limitation is in place to protect rater anonymity.

Assessment Contents:

- 53-item Multi-Rater Assessment
- Participant Report
- The Legacy Leadership Model
- Legacy Leadership Summary
- Plot of Your Raw Scores
- Best Practice and Question Scores
- What Are The Strengths That This Leader Holds?
- What Behaviors Make This Leader Less Effective?
- How Might This Leader Be More Effective?
- Strength and Blind Spot Analysis for Direct Reports
- Strength and Blind Spot Analysis for Peers
- Strength and Blind Spot Analysis for Manager
- Strength and Blind Spot Analysis for Others
- Development Plan

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*



26. Mastering the Change Curve Online Assessment Center Credit

PRICE 30 Euro

Multi Rater Assessment for Legacy Leadership Competency Inventory (LLCI)

Purchase one credit per participant. Each credit includes the self-assessment, rater assessment, and interpretive report.

Feedback from a minimum of three raters in each of the peer, direct report, and other categories is required to generate a report. This limitation is in place to protect rater anonymity.

Assessment Contents:

- 53-item Multi-Rater Assessment
- Participant Report
- The Legacy Leadership Model
- Legacy Leadership Summary
- Plot of Your Raw Scores
- Best Practice and Question Scores
- What Are The Strengths That This Leader Holds?
- What Behaviors Make This Leader Less Effective?
- How Might This Leader Be More Effective?
- Strength and Blind Spot Analysis for Direct Reports
- Strength and Blind Spot Analysis for Peers
- Strength and Blind Spot Analysis for Manager
- Strength and Blind Spot Analysis for Others
- Development Plan

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Already have an account?

Please click here to log in to the Assessment Center now.

Not administering to a group?

If you are a single user, or are purchasing for a single user, please click here for the self-study version of the assessment.



27. Matrix Manager Inventory Online Assessment Center Credit

PRICE 30 Euro

Includes 1 credit for this online assessment for groups or organizations.

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- 40-item inventory
- Scoring the Matrix Manager Inventory
- Interpreting Your Scores
- Your Overall Scores
- Your Category-Specific Scores



28. Negotiating Style Profile Online Assessment Center Credit

PRICE 30 Euro

Includes a credit for one *Negotiating Style Profile* online self-assessment. Purchase one per individual. Requires an HRDQ Assessment Center account.. Quantity discounts available.

Assessment Contents:

- The Model of Negotiating Styles
- Five Characteristic Negotiating Styles
- Your Negotiating Style Profile
- Defeat Style of Negotiating
- Withdraw Style of Negotiating
- Accommodate Style of Negotiating
- Compromise Style of Negotiating
- Collaborate Style of Negotiating
- Which Style is preferred?
- Interpersonal Skills of the Collaborative Negotiator
- Conducting a Collaborative Negotiation
- Action Planning
- References
- About HRDQ



29. Negotiating Style Profile Online Assessment Center Credit with Feedback Report

PRICE 45 Euro

Includes 1 credit for one Negotiating Style Profile 180 Online Feedback: one self assessment and a report for feedback from up to nine peers.

Feedback from a minimum of three raters is required to generate the report. This limitation is in place to protect rater anonymity.

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Model of Negotiating Styles
- Five Characteristic Negotiating Style
- Your Negotiating Style Profile
- Defeat Style of Negotiating

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- Withdraw Style of Negotiating
- Accommodate Style of Negotiating
- Compromise Style of Negotiating
- Collaborate Style of Negotiating
- Which Style is Preferred?
- Interpersonal Skills of the Collaborative Negotiator
- Action Planning

Online Feedback includes:

- The Model of Negotiating Styles
- Five Characteristic Negotiating Styles
- Your Negotiating Style Profile
- Defeat Style of Negotiating
- Withdraw Style of Negotiating
- Accommodate Style of Negotiating
- Compromise Style of Negotiating
- Collaborate Style of Negotiating
- Which Style is Preferred?
- Interpersonal Skills of the Collaborative Negotiator
- Conducting a Collaboration Negotiation
- Action Planning
- References
- About HRDQ



30. Neurolinguistics Communication Profile Online Assessment Center Credit
PRICE 25 Euro

ou will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Introduction
- Interpreting Your Scores
- Your Overall Communication Profile
- Rapport – The Key to Effective Communication
- Applying What You’ve Learned
- References
- About the Authors



31. Personal Style Inventory Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Introduction
- What Does the PSI Measure?
- Your Personal Style
- Sixteen Basic Personality Styles
- The PSI Dimensions
 - The Sensing-Intuition Pair (S/N): How You Perceive the World
 - Strengths and Trouble Spots – Sensing/Intuition
 - The Thinking-Feeling Pair (T/F): How You Make Decisions
 - Strengths and Trouble Spots – Thinking/Feeling
 - The Judging-Perceiving Pair (J/P): Your Attitude Toward Life
 - Strengths and Trouble Spots – Judging/Perceiving
 - The Extraversion-Introversion Pair (E/I): How you Orient Yourself to the World
 - Strengths and Trouble Spots – Extraversion/Introversion
- Some Questions to Help Deepen Your Analysis



32. Personality Style at Work Core Profile Online Assessment Center Credit

PRICE 45 Euro

Personality Style at Work (PSAW) is HRDQ's latest and most statistically accurate assessment. It's a simple, but highly effective tool that measures both the core behaviors that make-up an individual's style and the lens through which they choose to navigate their world. You will need to purchase 1 credit per individual participant. (Quantity discounts are available, starting at 50 units per purchase.)

Assessment Contents:

- Personalized, Full-color Report
- Your Core Profile
- Four Personality Styles
- Dimensions of Style: Assertiveness and Expressiveness
- Drivers of Style
- Your Personality Style Preferences
- Interacting with Other Personality Styles
- Applying What You've Learned



33. Personality Style at Work Core Profile Plus Assessment Center Credit

PRICE 50 Euro

Personality Style at Work (PSAW) is HRDQ's latest and most statistically accurate assessment. It's a simple, but highly effective tool that measures both the core behaviors that make-up an individual's style and the lens through which they choose to navigate their world. Purchasing this version of *PSAW* gives you the ability to generate a coaching report for each individual who takes the assessment.

The results of the assessment are presented in the form of a detailed report called the Core Profile, which is made available to the participant. Whilst the participant has completed the Core Profile, a Coaching Report can then be generated. The Coaching Report is intended *solely* for the coach and offers feedback and questions that will help guide the client through the process of interpreting and understanding their Core Profile in greater depth.

Assessment Contents

Two full-color reports, delivered separately and customized for each client that takes the assessment:

- Core Profile, indicating your client's:
 - Dominant Personality Style
 - Scores for each associated driver to the dominant style
 - Scores for each dimension of style: assertiveness and expressiveness
 - Dominant influencing driver
- Coaching Report, an ancillary document to the Core Profile containing not only the above results, but also:
 - feedback on all drivers and dimensions of the dominant style that includes a rating of green (supporting), orange (possible opportunity or potential issue), and red (emerging or existing trouble spot) for each driver and dimension
 - questions to help you engage your client, build rapport, and move the



34. Supervisory Skills Questionnaire 4ed - Online 180° Self-Study Assessment

PRICE 45 Euro

Supervisory Skills Questionnaire is the tool you need to equip supervisors with the skills they need to tackle the everyday challenges they face in the workplace. A trainer favorite for more than 15 years, this combination assessment, workbook, and half-day workshop targets five vital skills that shape a supervisor's work life. When supervisors are able to master these skills, they're well-prepared to balance the goals of the organization with the demands of their employees.

Order one Online 180° Self-Study Assessment for each supervisor in training. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the self-study version of the Supervisory Skills Questionnaire online 180° assessment to an unlimited number of the supervisor's employees.

a one-time set-up fee. [Click here to learn more.](#)

Do you already have an account? [Click here to log in to the HRDQ Assessment Center now.](#)

This set includes:

Self-Study Online 180° Assessment

Individuals are presented with an inventory of 30 supervisory situations that takes approximately 20 minutes to complete. Results reveal an overall score as well as subscores in each of the five supervisory skill areas. This version of the online assessment features tools to enable self-directed learning, including comprehensive interpretation of results, the Supervisory Skills Model, a review of responses, and ways to improve performance.

Contents

- Introduction
- The Role of the Supervisor
- Your Results
- Interpreting Your Results



35. Supervisory Skills Questionnaire 4ed - Online Assessment Center Credit

PRICE 30 Euro

Supervisory Skills Questionnaire is the tool you need to equip supervisors with the skills they need to tackle the everyday challenges they face in the workplace. A trainer favorite for more than 15 years, this combination assessment, workbook, and half-day workshop targets five vital skills that shape a supervisor's work life. When supervisors are able to master these skills, they're well-prepared to balance the goals of the organization with the demands of their employees.

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person.

A one-time set-up fee. [Click here to learn more.](#)

Do you already have an account? [Click here to log in to the HRDQ Assessment Center now.](#)

Online Assessment

Individuals are presented with an inventory of 30 supervisory situations. Results reveal an overall score as well as subscores in each of the five supervisory skill areas.

30-item online inventory

Personalized, full-color report

Introduction

Supervisory Skills Profile

Interpreting Your Results

Understanding the Assessment



36. Supervisory Skills Questionnaire 4ed -Online 180° Assessment

PRICE 45 Euro

Supervisory Skills Questionnaire is the tool you need to equip supervisors with the skills they need to tackle the everyday challenges they face in the workplace. A trainer favorite for more than 15 years, this combination assessment, workbook, and half-day workshop targets five vital skills that shape a supervisor's work life. When supervisors are able to master these skills, they're well-prepared to balance the goals of the organization with the demands of their employees.

This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the online 180° assessment to an unlimited number of the supervisor's employees.

a one-time set-up fee.

This set includes:

Online 180° Assessment

Individuals are presented with an inventory of 30 supervisory situations. Results reveal an overall score as well as subscores in each of the five supervisory skill areas.

Contents

- 30-item inventory
- Full-color, personalized report
- Introduction
- Supervisory Skills Profile
- Interpreting Your Results
- Understanding the Assessment



37. Team Effectiveness Profile Online Assessment Center Credit

PRICE 30 Euro

TEP assists teams to identify potential blockages to performance by measuring the extent to which teams engage in five categories of team effectiveness:

- Mission, Vision and Goals
- Team Roles
- Operating Processes
- Interpersonal Relationships
- Interteam Relationships

You can add any number of people (from a single team or business unit, for example) to a single assessment project. (Purchase one credit for each person.) Each person will receive their own, personalized report. Additionally, TEP offers the option of generating a group report, whereby individual results from one project are aggregated into a team or group score.

Comparing individual scores with the team profile is of particular benefit to a struggling or underperforming team. Individual contributors as well as team leaders can use the group profile along with the individual scores to identify gaps in how members of the team view performance. This can help isolate specific blockages on a team and open up a dialogue on what the team can do to move forward.

Order one Online Assessment per individual. This purchase adds a credit to your HRDQ Assessment Center account that allows you to administer the assessment to one person. a one-time set-up fee.

Online Team Assessment

- 50 Statement inventory
- Personalized full color report
- Interpretative Guide
- Group discussion questions and activities
- Action planning guide



38. Trust: The Ultimate Test Assessment Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Assessment
- Interpretive information
- Action planning
- Full color presentation



39. What's My Coaching Style Online Assessment Center Credit

PRICE 30Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Understanding Coaching Style
- Assertiveness
- Expressiveness

- Your Coaching Style Profile
- Is There a Best Coaching Style?
- Your Style Strengths
- Your Style Trouble Spots
- Flexing Your Personal Style
- Applying What You've Learned



40. What's My Communication Style Online Assessment Center Credit

PRICE 30 Euro

ou will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Results of 24-item assessment
- Your Communication Style Profile
- Four Types of Communication
- Two Dimensions of Communication Style
- Communication Style Strengths
- Communication Style Trouble Spots
- Interacting With Other Communication Styles
- Applying What You've Learned



41. What's My Leadership Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Results of 20-item assessment
- Understanding Leadership
- Understanding Leadership Style
- Your Leadership Profile
- Your Leadership Style Strength
- Your Leadership Style Trouble Spots
- Flexing Your Leadership Style
- Recognizing Others' Dominant Style
- Applying What You've Learned
- Comparative Data



42. What's My Learning Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Your Learning Style Profile
- What is Learning Style
- Four Learning Styles
- Is There a Best Learning Style
- Learning Style Strengths
- Learning Style Trouble Spots
- Learning Styles At A Glance
- Applying What You've Learned



43. What's My Selling Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Your Selling Style
- What is Selling Style
- Four Selling Styles
- Selling Style Strengths
- Your Style Strengths
- Selling Style Trouble Spots
- Your Style Trouble Spots
- Identifying Different Styles
- Selling to Every Style
- Flexing Your Selling Style



44. What's My Style Online Assessment Center Credit

PRICE 30 Euro

ou will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- Personalized, full-color report
- Why Be Concerned About Style?
- Understanding Your Style
- Understanding Personal Style
- Assertiveness
- Expressiveness
- Your Style Profile
- Your Style Strengths
- Your Style Trouble Spots
- Flexing Your Personal Style
- Recognizing Others' Dominant Style
- Applying What You've Learned

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Already have an account?

Please click here to log in to the Assessment Center now.

Not administering to a group?

If you are a single user, or are purchasing for a single user, please click here for the self-study version of the assessment.



45. What's My Team Member Style? Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- What's My Team Member Style?
- Your Team Member Style Profile
- Individual Reflection and Action Planning
- Your Team's Style Profile
- Team Reflection and Action Planning

First time administering and online assessment?

An HRDQ Assessment Center Account is required to purchase credits for groups of participants. Please contact us to set up your account today. *A one-time fee will be applied for account set-up.*

Already have an account?

Please click here to log in to the Assessment Center now.

Not administering to a group?

If you are a single user, or are purchasing for a single user, please click here for the self-study version of the assessment.



46. What's My Time Style Online Assessment Center Credit

PRICE 30 Euro

You will need to purchase 1 credit per individual participant. (*Quantity discounts are available, starting at 50 units per purchase.*)

Assessment Contents:

- What is Time Style
- Your Time Style
- Your Style Strengths
- Your Style Trouble Spots
- Time Management Behaviors in Different Interactions
- Capitalizing on Your Time Style
- Interacting with Different Time Styles
- Action Planning



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Assessment & Evaluation