assessments offered at Montclair State University
personality | leadership | teambuilding | self-improvement

CPI™ -- California Psychological Inventory™
- Built on 50-plus years of exceptional history, validity, and reliability
- Powerful leadership development and selection tools that help individuals and leaders improve their performance.
- This means that both the CPI 260® and CPI™ 434 assessments provide valuable insights that
- Support your leadership and coaching, performance improvement, and selection initiatives.

DiSC
- DiSC is a personal assessment tool used to improve work productivity, teamwork and communication. DiSC is non-judgmental and helps people discuss their behavioral differences. If you participate in a DiSC program, you'll be asked to complete a series of questions that produce a detailed report about your personality and behavior.
- Build productive teams, Develop effective managers, supervisors, leaders, Train a powerful sales force, Improve customer service, Ease frustrations and interpersonal conflict, Enhance communication, Help with change and conflict management, Improve personal diversity awareness and recognition, Improve productivity, Assist in hiring, recruiting, placement, promotion, outsourcing, Enhance the counseling or coaching experience
- Dominance – Influence – Steadiness – Conscientiousness

FIRO® -- Fundamental Interpersonal Relations Orientation™
- Built on the 50-year history and reliability of the (FIRO®) model,
- Help people understand their behavior—and that of others—in interpersonal situations.
- As an integral part of your leadership and coaching, team-building, and conflict management initiatives, the FIRO-B® and FIRO Business® assessments can be used in a variety of settings and in combination with other solutions to improve organizational performance.

MBTI® -- Myers-Briggs® M
- A powerfully versatile solution that has helped millions of people around the world better understand themselves and how they interact with others.
- 16 Personality indicators – (Carl Jung)
- It has also helped organizations of all sizes address their needs, from team building, leadership and coaching, and conflict management to career development and retention.
Predictive Index

- Accurate, actionable data quantifying the unique motivating needs and behavioral drives of each employee and potential employee
- For more than 50 years, we have helped our clients develop subject matter experts to interpret and apply their own data within the context of their own organizations.

Standout

- Marcus Buckingham – helped develop original Strengthsfinder assessment and co-authored first book on strengths with Dr. Clifton SRI/Gallup
- Behavior assessment to help choose
- A leadership effectiveness platform based on decades of performance research with the world’s best leaders. Beginning with an assessment it pinpoints your strengths as a leader and then gives you all the tools you need to lead your teams with greater intelligence, precision and impact.

Strengths Finder

- Gallup
- Self-assessment
- Rooted in more than 40 years of research, this assessment has helped millions discover and develop their natural talents.
- [http://www.strengthsfinder.com/home.aspx](http://www.strengthsfinder.com/home.aspx)