

About Popular Workplace Assessments

There are over 3000 assessments currently available. **Trained in psychometrics, Barbara assists clients in selecting the best assessment for their goals.** Below are popular workplace assessments with an overview of what each assessment measures. To learn more or discuss which assessment meets your professional, team, leader or organizational goals [contact me](#).

Popular Workplace Behavioral Assessments:

Behavioral assessments are **not** personality assessments. Instead, they focus on identifying behavioral patterns and strengths, which can be further developed. Since behavioral assessments focus on increasing both behavioral flexibility and skills, they are often the best choice for professional development.

- **DISC:** The DISC assesses how individuals interact with others in a particular situation. DISC is more flexible, changeable and adaptive than personality. It is based on William Marston's situational theory of flexible and responsive interaction. There are number of assessments based on DISC theory. BKC uses 2 DISC assessments, both are rigorously tested.
- **Other Behavioral Assessments:** There are a number of *behavioral* assessments that develop **EQ, Team-Performance, Conflict Resolution, Sales Behavior, Leadership** and other behavioral skills in the workplace. To learn more about behavioral skill assessments [contact me](#)

Popular Workplace Combination Assessments

Combination assessments measure personality *and* other criteria like values, abilities, attitudes.

- **Hogan Group:** Developed by Robert Hogan a Professor of Psychology at Johns Hopkins University, these core personality assessments were created specifically for use in organizational settings. They have been rigorously tested and verified. The Hogan assessments predict job performance by assessing normal personality, derailment characteristics, core values and cognitive reasoning ability. Assessments are available for selection, development or leadership.
- **Clifton StrengthsFinders:** StrengthFinders was developed by an educational psychologist, Dr. Donald Clifton, to help students match their natural interests, values and attitudes with a future career path. It was later developed into a workplace assessment. StrengthFinders focuses on innate interests, as well as motivation, beliefs and attitudes. The Clifton StrengthsFinder is *only provided through the Gallup organization*.

Popular Workplace Personality Assessments:

Personality assessments assess fixed traits that are not flexible and are not related to skills, knowledge, learning or behavior development. Popular business personality assessments include:

- **Kolbe:** Kathy Kolbe, a journalism major, is self taught on education and assessment. Arising from her parental involvement in schools, the Kolbe was designed for children, then expanded to adults and businesses. It is based on her theories of acting, reacting and interacting. Use of the Kolbe requires certification by Kolbe Corporation, now run by Kathy's son David Kolbe.
- **Meyers-Briggs (MBTI):** The MBTI is a simple personality test measuring core traits. Less robust than other personality inventories, it is popular in workplace settings for it's ease of use and application. The MBTI is widely available from a number of vendors.