

## Assessment FAQ

Trained in psychometrics, Barbara helps clients choose from **3000 assessments** on the market today. [Contact me to learn more.](#)

**Why so many?** Many assessments deliver similar results under different brand names. It's not really 3000.

**What do you wish people knew?** Clients tell me about multiple tests they've purchased, not realizing they're fundamentally the same. Although they seem different, it's different packaging of similar results.

**So what?** It's a waste of time and money. Even more, it's confusing and adds zero value. [I help clients select](#) tools that deliver real value. No need to waste time and money!

**What do recommend?** I use tools that are: *easy to understand, affordable, immediately applicable and work together.* [Check out this excellent suite of tools.](#)

**Are there any real differences?** Yes! There are different categories of tools. Keep reading to learn about two types of highly useful assessments.

### Ideal for Growth & Development

#### Behavioral Assessments

Behavioral assessments are **not** personality assessments. Instead, they focus on identifying behavioral patterns which can be developed. **They are often the best choice for professional development.**

- **DISC** assesses how individuals interact situationally. DISC is more flexible and adaptive than personality. There are number of DISC tools.
- **Specialized Behavioral Assessments** that measure specifics areas like **EQ, Team-Performance, Conflict Resolution, Sales Behavior, Leadership** and other skills. To learn more about specific skill assessments [Contact me](#)

### Appropriate for Hiring & Promotion

#### Combination Assessments

Combination assessments measure personality *and other* criteria like values, abilities, attitudes. The below have been validated for hiring and promotion. [Contact me](#) to learn more.

#### Accessible to All:

- **Caliper:** Developed by psychologists Herbert Greenberg and David Mayer to provide a more valid hiring assessment. Caliper results are compared against a large library of job roles for "fit", or employers may customize job profile. Since it *does not* require a psychologist to administer and interpret, it's a favorite.

#### Requires a Psychometric Expert:

- **The 16pf:** Developed by psychometric expert Raymond Cattell, the 16pf reveals detail on expected behaviors and traits.
- **Hogan Group:** Developed by psychologist Robert Hogan these tools assess normal personality, derailment characteristics, core values and cognitive reasoning ability.

#### *Other Assessments You May Know*

- **Meyers-Briggs (MBTI)** is a simple personality test. Less robust, it's popular for ease of use.
- **Clifton Strengths** mixes values, interests and attitudes into 34 Strengths.
- **Kolbe:** Although popular, it's never been validated as accurate.

## Wiley Suite of Assessment Tools

### The Assessment Challenge

There are over 3000 assessments currently available. Trained in psychometrics, Barbara recommends assessments based on: **quality, ease of access, affordability and practical usefulness.** [Contact me](#)

### Why Wiley?

BKC has professional accounts with high quality providers including Wiley, Hogan, TTI, and PSI. So, why highlight Wiley? Compared to many Wiley tools are more:

- Convenient:** Taken online at the client's convenience
- Affordable:** More reasonably priced than *many* assessments
- High Quality:** Designed with high psychometric quality
- Relevant:** Relevant for a *wide range* of development interests
- Practical:** Easy to understand, focused on practical application
- Coordinated:** Built to work together and facilitate application

### Popular Wiley Assessments:

DISC based assessments include tools for:

**Individuals**

**Teams**

**Managers**

**Leaders**

**Agile EQ** (*new in 2020*)

**360 Feedback**

**Productive Conflict**

**Sales**

Patrick Lencioni's *Five Behaviors* Team assessments include:

**Five Behaviors - All Team** includes:

**All Team *and* Individual DISC:** Team results *and* a DISC for every team member.

**1 on 1 Comparison (*free*):** Compares two team members on how they approach team work.

**Team Progress (*free*):** Free team progress reports, as often as desired.

**Five Behaviors - Individual Assessment** includes:

**Individual Profile:** Highlights how the individual behaves when working collaboratively with others.

**1 on 1 Comparison (*free*):** Compares any two individuals who have taken an assessment.

[Contact me to learn more](#)

### Who is Wiley?

Founded in 1807, Wiley is a global publishing company. They specialize in academic publishing for researchers and practitioners in science, technical, medical and scholarly fields. In addition, they are a leading provider of workplace assessments worldwide.

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