

LDP

Leadership Development Program

Assessments

The first step in charting your course as a Leader in Henrico County is assessing your:

- Strengths
- Growth opportunities
- Development priorities

In this process, it is helpful to consider your values, interests, knowledge, and skills, and become aware of the interrelationship among your interests, values, and learning choices.

The following assessments are used in LDP:

MBTI (Myers-Briggs Type indicator)

- Measures preferences of 16 types based on four personality scales
- Used to understand how different personality types approach communication and leadership
- Enhances problem solving, dealing with conflict, and decision-making
- Enhances clarity about work styles

Insight Inventory

- Helps you understand your Work Style around four dimensions
- Clarifies which work situations are stressful and how you tend to react to the stress
- Learn strategies for responding to stress in productive ways
- Identifies strengths and discover ways to build upon them

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- Assesses your leadership from multiple perspectives
- Rates you on Henrico County competencies and specific behaviors associated with those competencies
- Includes self, peers, managers, and direct reports (staff) as raters

The following assessments are available and may be taken depending on individual needs.

Thomas-Kilmann Conflict Mode Instrument

- Assesses behavior in conflict situations
- Identifies situations where individual conflict styles can be overused or underused
- Explains differences between five conflict styles: competing, collaborating, avoiding, accommodating, and compromising

Conflict Dynamics Profile

- Helps you understand how you cope with and manage conflict
- Focuses on behaviors you typically display when faced with conflict
- Offers recommendations for using constructive behaviors and minimizing destructive behaviors during conflict

Change Style Indicator

- Measures your preferred style in approaching change and dealing with situations involving change
- Places you on a change style continuum ranging from a Conserver, Pragmatist, and Originator styles
- Helps you better understand your responses to new situations and directions

Mastering the Change Curve

- Identifies reactions to change
- Identifies which of the four stages of change you are currently experiencing

What's My Communication Style? What's my Leadership Style?

- Helps you analyze all aspects of your communication style
- Enhances awareness of how you and others are communicating
- Examines communication behaviors that are verbal, paraverbal, and non-verbal

Managing by Motivation

- Measures responses to questions about what motivates you at work
- Defines responses to four different motivation styles
- Identifies strategies to improve motivation on the job

Learning Styles Inventory

- Explores and defines your preferred learning style
- Learn to select learning experiences that suit your style
- Learn to strengthen your style to accommodate other types of learning

Supervisory Skills Questionnaire

- For new supervisors or supervisors who need refresher training
- Helps you understand the skills needed to perform effectively as a supervisor

- Helps you determine your supervisor strengths and skills needed to improve
- Results include ratings on the skills of Guiding the Work, Organizing the Work, Developing Your Staff, Managing Performance, and Managing Relations