

ASSESSMENT SELECTION GUIDE

Featuring CCL Compass™



Assessments with CCL Compass™ provide:



CONVENIENCE

On-demand answers to your leadership development questions



CLARITY

Streamlined goal-planning with precision and simplicity



EFFECTIVENESS

Improved motivation and better outcomes for leaders and executive coaches



ACCOUNTABILITY

Plan visibility and progress-tracking to share with coaches and others

ALL DATA IS *NOT* CREATED EQUAL. DEMAND MORE FROM YOUR ASSESSMENTS.

Since pioneering the use of assessments and feedback in leadership development, we have become the world leader in providing assessments that produce valid, reliable, and actionable results. Supported by more than 50 years of research, our assessments are the choice of industry-leading organizations because they provide:

- Superior-quality normative data from one of the world's largest leadership assessment databases
- Numerous customization options for maximum flexibility and ease of use
- Decades of world-renowned and constantly-updated CCL assessment research
- Availability in multiple languages
- Strict confidentiality for more accurate feedback





LEADERSHIP ASSESSMENTS WITH CCL COMPASS™

INSIGHTS ARE ONLY AS USEFUL AS WHAT PEOPLE DO WITH THEM.

Our assessments reveal complex leadership issues — personal strengths and development opportunities — that are easy to miss or misunderstand. And they help transform personal results into actionable plans easily and without delay. No more information overload as individuals try to determine next steps. With CCL Compass™ — our comprehensive online tool that analyzes, interprets, and presents assessment data in a concise and understandable way — leaders can transition immediately from reviewing insights to making positive changes in the areas most relevant to them. This brings assessments to life so that they have real meaning which leaders can act on.

ASSESSMENTS POWERED BY CCL COMPASS™

BENCHMARKS® FOR EXECUTIVES™

Developing Top-Level Leaders
ccl.org/benchmarksforexecutives

- **92 items**
- **Group Profiles**
- **Certification is required**

Available in US English, Dutch, French, German, Latin American Spanish, Polish, Spanish, and UK English.

BENCHMARKS® FOR MANAGERS™

Assessing the Lessons of Experience
ccl.org/benchmarksformanagers

- **130 items**
- **Group Profiles**
- **Certification is required**

Available in US English, Dutch, French, German, Latin American Spanish, Polish, Spanish, and UK English.

AUDIENCE
ASSESSES

C-suite and other top-level executives

Leadership behaviors needed for effectiveness at the top levels of an organization

Middle- to senior-level managers and executives with at least 3 years of managerial experience

Leadership behaviors critical for success and potential flaws that can derail a career



BENCHMARKS® BY DESIGN™

Tailoring Your Assessment and Feedback Process
ccl.org/benchmarksbydesign

- **Pricing based on level of customization**
- **Group Profiles**
- **Certification is required**

Available in US English, Arabic, Portuguese, Dutch, French, German, Italian, Japanese, Russian, Simplified Chinese, Latin American Spanish, Polish, Portuguese, Spanish, Turkish, and UK English.

SKILLSCOPE®

Assessing Core Skills for Success
ccl.org/skillscope

- **98 items**
- **Group Profiles**
- **Facilitator Qualification form is required**

Available in US English, Portuguese, Dutch, French, German, Italian, Russian, Simplified Chinese, Latin American Spanish, Spanish, and UK English.

AUDIENCE


Any level of manager or executive

Supervisors and managers; can be used with individual contributors

ASSESSES

Choose from our extensive library of competencies and derailment factors

Job-related competencies essential for success

 Assessment includes Compass

INDUSTRY-LEADING INSTRUMENTS

The Benchmarks® and Skillscope® suite of assessments are based on research conducted with top level international executives and successful global managers, feature 11 to 16 competencies, and take between 10-35 minutes to complete depending on assessment. Contact CCL or visit ccl.org/assessments for details.

HARNESS THE POWER OF FEEDBACK WITH OUR ASSESSMENT CERTIFICATION.

The 360° Assessment Certification Course prepares executive coaches, consultants, Human Resource managers, and Training & Development professionals to interpret reports, facilitate feedback, and implement a 360-degree feedback process using CCL assessments.

Participants are certified to administer the leadership assessments in CCL's portfolio:

- Benchmarks® by Design™
- Benchmarks® for Managers™
- Benchmarks® for Executives™
- Skillscope®

Learn more about the Assessment Certification Course at ccl.org/acc





TEAM AND ORGANIZATIONAL ASSESSMENTS

Leadership Gap Indicator™

Exposing the Gaps Between Current and Needed Leadership Capabilities

ccl.org/lgi

- **Choose from the Leadership Capabilities Library of over 30 research-based leadership capabilities to tailor the survey**
- **Assess barriers for success and the organization's culture for development**
- **Base Project with one survey cycle includes:**
 - 50 invitations
 - User's Guide
 - Options to include derailment and open-ended questions
 - Customized email notifications
 - Client logo
 - Overall report, plus three optional sub-group reports, featuring the Organizational Focus Matrix and suggestions to close the leadership gaps

Available in US English.

AUDIENCE

Any level of manager or executive

ASSESSES

Individuals evaluate the importance of specific leadership capabilities for success and rate the level to which their peers display these capabilities. Organizational culture for development is also assessed.

SEE THE TRANSFORMATION

Assessments should stimulate, not stall out. With **CCL Compass™**, leaders can instantly turn data into personally relevant action plans. Our insights incite change.



CCL Locations

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The Center for Creative Leadership (CCL)[®] is a top-ranked, global, nonprofit provider of leadership development. Over the past 50 years, we've worked with organizations of all sizes from around the world, including more than 2/3 of the Fortune 1000. Our cutting-edge solutions are steeped in extensive research and our work with hundreds of thousands of leaders at all levels.