

MORRISON ASSOCIATES

Critical Strengths Assessment: A Program for Objective Leadership Data

Leaders who have the capacity to be highly successful often require further support to develop to their potential. Unfortunately, organizational and non-organizational pressures exist that can have a negative impact on their productivity levels, as well as on the performance of those around them. The leader's team, supervisor, and organization depend on the individual manager navigating these pressures well. In other words, a manager must exercise good judgment.

PROGRAM DESCRIPTION:

Morrison Associates has developed an individual assessment and development program specifically tailored to address the needs of such employees. Based on their experience analyzing the components of good judgment, the Morrison team assesses the strengths and weaknesses objectively. The consultation begins with robust testing aimed to gauge critical judgment factors. This testing is complemented with in-depth interviews that serve to gain additional understanding of the manager's experiences, successes, and concerns. At the end of the day, the interactive dialog between the manager and the consultation team identifies pertinent strengths and weaknesses. This summary serves as the foundation for an individualized developmental plan: a set of actionable steps that build on the day's discoveries.

In order to sustain the momentum created from the assessment day, a meeting is held between the manager, his or her supervisor, and the manager's lead consultant. Actionable steps for future development are identified and clarified. These steps frequently highlight areas on which the manager and supervisor will focus for the remainder of the year. Ongoing support from the Morrison Team is available for both the leader and supervisor as needed.

BENEFITS OF THE PROGRAM:

The benefits of the Critical Strengths Assessment include the following:

- Objective assessment of the managers strengths and vulnerabilities;
- Better judgment, as the client learns how to leverage his or her own strengths, while compensating for weaknesses;
- Greater productivity, efficiency, and effectiveness;
- Targeted areas for change within an action plan; and
- Heightened awareness and dialog between manager and supervisor.
- This program can be integrated with a proprietary 360-feedback tool to heighten team leadership and project management skills.

Given the right tools and support, people are capable of remarkable change and personal growth. Since 1976, over 2000 professionals have benefited from our Assessments and Consultations.

MORRISON ASSOCIATES, LTD.
650 FIRST BANK DRIVE • PALATINE, ILLINOIS 60067
VOICE 847/991-2260 • FAX 847/991-1343 • www.morrisonltd.com
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