INNESSKIRK GLOBAL – Overview of tools used

Individual Development

Life Styles Inventory™: Self--Description (LSI 1)
Promotes self-awareness and personal growth based on self-reports of one's thinking and behavioral styles. Results are profiled on Human Synergistics' Circumplex to show the relative strength of Constructive, Passive/Defensive, and Aggressive/Defensive styles.

Life Styles Inventory™: Description by Others (LSI 2)
Enables organization members to harness the power of valid and confidential feedback on their personal styles. Results can be compared and contrasted to self-reports and, in conjunction with the *LSI Self-Development Guides*, used to devise action plans for
personal development.

LSI Conflict™
Assists individuals in understanding their personal styles, the way in which these styles contribute to (or detract from) their effectiveness in resolving conflicts, and the styles they can adopt to attain better results when negotiation or conflict-resolution skills are required.

Leadership/Impact® (L/I)
Provides leaders with 360º feedback on their impact on the behavior and performance of others, the leadership strategies that account for this impact, and their personal and organizational effectiveness.

Acumen Leadership WorkStyles™ (LWS)
Based on a special version of the *Life Styles Inventory*, LWS offers leaders insightful feedback describing and analyzing their particular combination of personal styles as reported by themselves and others with whom they work. The feedback enables leaders to understand and constructively redirect their work related behaviors, carry out their roles more effectively, and develop themselves for positions with greater responsibility.

Stress Processing Report™ (SPR)
Reveals patterns of thinking that lead to distress, explains how personal styles can affect one's health, and provides guidelines for developing a plan for "insulating" oneself and reducing stress and symptoms of strain.

Management Effectiveness Profile System™ (MEPS)
Assesses managerial skills and developmental needs based on self-reports and ratings by superiors, subordinates and peers. Feedback is provided on task, interpersonal, and personal skills along with suggestions for strengthening those skills.

AMA DISC Survey™
Measures the ways in which people approach their work and interact with others along four dimensions of behavior: *D*irecting, *I*nfluencing, *S*upportive, and *C*ontemplative. Beyond providing insights into the productive and counterproductive aspects of these styles, *DISC Survey* results can be used by respondents to adapt their behaviors to situational demands.

Management/Impact™ (M/I)
Management/Impact is a 360° assessment that provides managers with insights on how they approach their work and the impact they have on people around them, as well as guidance in developing "facilitating" strategies, which have been proven to help organizations meet their goals.

Team Development

Group Styles Inventory™ (GSI)
Enables team members to identify the interaction styles of their group, analyze behaviors detracting from their effectiveness, and initiate and implement team-building strategies. Teams can use the Circumplex-based GSI with any of Human Synergistics' survival or business simulations or in conjunction with an actual problem-solving situation.

Survival Simulation Series
Builds group consensus decision-making skills through interactive team exercises, each presenting a survival challenge in a remote area. The non-business settings allow team members to participate as equals, regardless of their experience or level within the organization.
- Desert I Survival Situation™
- Desert II Survival Situation™
- Subarctic Survival Situation™
- Cascades Survival Situation™
- Bushfire Survival Situation™
- Reef Survival Situation™
- Earthquake Survival Situation™
- Tsunami Survival Situation™

Business Simulation Series
Demonstrates the power of teamwork, the importance of group processes, and the potential for synergy in problem solving and decision making. These interactive exercises are useful not only for team building but also for effecting learning in contemporary business systems and practices.
- Meeting Effectiveness Situation™
- Project Planning Situation™
- Turnaround™
- Customer Complaint Situation™
- Envisioning a Culture for Quality™

Safety Simulation Series
Develops effective teamwork while improving workplace safety.
- Back Injury Safety Situation™
- Fire Safety Situation™
- Tornado Safety Situation™

The Challenge Series
Focuses on the development of teamwork and business-related knowledge and skills by challenging team members to analyze and solve problems on a collaborative basis.
- Critical Thinking Challenge™
- Constructive Negotiations Challenge™
- Ethical Decision Challenge™
- Organizational Change Challenge™
- Performance Management Challenge™
- Project Management Challenge™
- Strategic Planning Challenge™

Acumen Team Work*Styles*™ (TWS)
Building on the Life Styles Inventory (LSI), TWS develops individual team members' personal styles to provide the foundation for effective teamwork, collaboration, and synergy.

Acumen Team Skills (TSK)
Acumen Team Skills is a multi-rater feedback system that provides team members with in-depth, developmental feedback on their task and interpersonal skills.

Organizational Development

Organizational Culture Inventory® (OCI®)
Provides a valid and reliable measure of organizational culture in terms of shared behavioral norms and expectations. Results on the OCI Circumplex portray the current operating culture of the organization and can be compared to those on the OCI-Ideal, which represent the culture members view as optimal, to identify culture gaps and targets for change.

Organizational Effectiveness Inventory® (OEI)
Guides cultural transformation and organizational development programs by measuring and benchmarking levers for change (organizational structures, systems, technologies, and members' skills/qualities)
and performance outcomes at the individual, group, and organizational levels.

Cultural Change Situation™
Teaches participants how to interpret the cultural norms measured by the Organizational Culture Inventory, identify the forces that create and reinforce these norms, and recognize some of the outcomes that result
from these norms.

Corporate Ethics Audit™ (CEA)
Taps into and accurately portrays the true ethical culture and standards of conduct pervading the organization. The CEA provides feedback on the behaviors that are expected or implicitly required of members and the ethical principles associated with these behaviors.

Customer Service*Styles* ™ (CSS)
Assesses customer service styles from the perspectives of clients and customers. The results show how service styles influence customer satisfaction and loyalty and, with data from the OCI or OEI, can be used to identify levers for improving the quality of service.

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Providing Solutions with **IMPACT™**

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