

Assessment & Survey Options from Boyer Management Group

Behaviors (DISC)	Description	Ideal Applications
Behaviors - DISC	<ul style="list-style-type: none"> Contains more than a dozen individual reports with 24 pages of data to better understand and apply the individual's behavioral strengths. 	<ul style="list-style-type: none"> For use in pre-hiring, for a broad view of the individual and his/her fit in role.
Behaviors – for Sales Professionals - DISC	<ul style="list-style-type: none"> Contains more than a dozen individual reports with 24 pages of data to better understand and apply the individual's sales behavioral strengths. 	<ul style="list-style-type: none"> For sales, marketing and customer-contact staff to use in pre-hiring, for a broad view of the individual and his/her fit in role.
Behaviors – for C-level Executives (DISC)	<ul style="list-style-type: none"> Contains 11 individual reports with 22 pages of data to better understand and apply the individual's senior executive behavioral strengths. 	<ul style="list-style-type: none"> For use in executive hiring or promotability to senior exec, for a broad view of the individual and his/her fit in role.
Behaviors – Team (DISC) For up to 50 people	<ul style="list-style-type: none"> Identifies a working group's behavioral style, their strengths and blind spots, plus how to work more effectively in each D-I-S-C group. 	<ul style="list-style-type: none"> Staff & team development; align in strategic planning meetings, improving communications, and raising teamwork.
Behaviors - Role Benchmarking & Match (DISC)	<ul style="list-style-type: none"> Ranks relative importance of 12 workplace behaviors in specific roles/jobs in order to identify must-have behaviors for optimizing success in a role. 	<ul style="list-style-type: none"> Improves hiring for role/duties fit; identifies specific areas for individual and team development; improves performance.

Driving Forces	Description	Ideal Applications
Driving Forces (intrinsic motivation)	<ul style="list-style-type: none"> Measures 12 intrinsic driving forces that motivate an individual to act, with 8 individualized reports to guide and leverage successful outcomes. 	<ul style="list-style-type: none"> For use in pre-hiring, for a broad view of the individual and his/her fit in role.
Driving Forces - Team For up to 50 people	<ul style="list-style-type: none"> Identifies a working group's shared driving forces, their strengths and blind spots, plus how to work more effectively with one another. 	<ul style="list-style-type: none"> Staff & team development; align in strategic planning meetings, improving communications, and raising teamwork.
Driving Forces - Role Benchmarking & Match	<ul style="list-style-type: none"> Ranks relative importance of 12 driving forces in specific roles/jobs in order to identify must-have behaviors for optimizing success in a role. 	<ul style="list-style-type: none"> Improves work performance in key roles, identifies training and coaching needs, and increases staff/talent retention.

Emotional Intelligence	Description	Ideal Applications
Emotional Quotient EQ3	<ul style="list-style-type: none"> Measures 5 dimensions of intrapersonal and interpersonal EQ and provides strategies to raise an individual's emotional intelligence. 	<ul style="list-style-type: none"> Raise work performance, communications, and personal effectiveness in any role and any industry
Emotional Intelligence 360 Up to 50 raters	<ul style="list-style-type: none"> Provides specific 360-degree feedback across more than 65 specific attributes of emotional intelligence. 	<ul style="list-style-type: none"> Provides pin-point guidance of specific areas in which improved EQ is needed by an individual.

Combination Reports	Description	Ideal Applications
TriMetrix EQ	<ul style="list-style-type: none"> Combination Behaviors (DISC), Driving Forces, and Emotional Intelligence – more than 30 individual reports ; 55 pages. 	<ul style="list-style-type: none"> Best-in-class for high-stakes hiring, professional development, teambuilding & alignment, and organizational development.
Talent Insights – DISC Behaviors & Driving Forces	<ul style="list-style-type: none"> Combination Behaviors (DISC) and Driving Forces, more than 24 individual reports ; 40+ pages. 	<ul style="list-style-type: none"> Applications in pre-hire selection, professional development, teambuilding & alignment, and organizational development.
Talent Insights –Behaviors & Driving Forces Team	<ul style="list-style-type: none"> Identifies a working group's shared behaviors, driving forces, strengths and blind spots, plus how to work more effectively with one another. 	<ul style="list-style-type: none"> Identifies a team's prevailing culture, its tendencies, strengths and blind spots.
Talent Insights –Behaviors & Emotional Intelligence	<ul style="list-style-type: none"> Combination Behaviors (DISC) and Emotional Intelligence, more than 20 individual reports ; 40 pages. 	<ul style="list-style-type: none"> Strong combination for hiring and promotion selection; individual coaching and development
TriMetrix DNA	<ul style="list-style-type: none"> Combination Behaviors (DISC), Driving Forces, and DNA (25 essentials management skills) – more than 30 individual reports ; 55 pages. 	<ul style="list-style-type: none"> Applications in pre-hire selection, professional development, teambuilding & alignment, and organizational development.

Soft Skills	Description	Ideal Application
Workplace Soft Skills DNA	<ul style="list-style-type: none"> Measures 25 workplace soft skills deemed crucial for most roles. 	<ul style="list-style-type: none"> To develop a more efficient and effective workplace; to assess individuals (pre-hire, pre-promotion) and for job matching

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Sales & Customer Service Competencies	Description	Ideal Application
Business to Business Sales EssentialsSM	<ul style="list-style-type: none"> Measures the knowledge and awareness of the best practices associated with B2B sales across 10 competencies and more than 350 best practices. Optional textbook designed to help drive your sales effectiveness. 	<ul style="list-style-type: none"> Improve hiring decisions when added to hiring process. Benchmark existing staff to identify needed growth areas. Use prior to training programs. Use post-training programs to measure learning retention, application, and effectiveness. Excellent companion to Behaviors (DISC) for Sales or Customer Service Professionals Team report available in Heatmap format Comparative to international averages and for groups of 5+ individuals
Business to Consumer Sales EssentialsSM	<ul style="list-style-type: none"> Measures the knowledge and awareness of the current and emerging best practices associated with business to consumer sales across 9 competencies and more than 280 best practices. 	
Retail Sales EssentialsSM	<ul style="list-style-type: none"> Measures the knowledge and awareness of the best practices associated with retail and B2C sales and customer service across 8 competencies and more than 250 best practices. 	
Customer Service EssentialsSM	<ul style="list-style-type: none"> Measures the knowledge and awareness of the best practices associated with delighting customer across 6 customer service competencies and more than 200 best practices. 	
Leadership/Management	Description	Ideal Application
LEA1 - Leadership Essentials 1 (first level competencies)	<ul style="list-style-type: none"> Measures an individual's knowledge and awareness of the best practices across 10 critical leadership, management and supervision competencies: LEA1: staffing/interviewing/selection/onboarding/goals/assigning work/set expectations/teaching others/ethics/time mgmnt.; LEA2: documentation/feedback/coaching/evaluating/motivation/correcting/problem solving/ 1:1/ career dev discussions/perf. appraisals; LEA3: core values/EQ/employee engagement/leadership/c-level networking/change management/succession planning/strategic planning/c-level communications/operational mgmnt. 	<ul style="list-style-type: none"> Assessing fit for first level supervisor (LEA1), mid level manager (LEA2), senior exec (LEA3) ; measuring leadership acumen to identify gaps; pre-training and post-training assessment. Team report available in Heatmap format Comparative to international averages and for groups of 5+ individuals
LEA2 - Leadership Essentials 2 (mid-level competencies)		
LEA 3 - Leadership Essentials 3 (senior level competencies)		
Job Search	Description	Ideal Application
Graduate Employment Preparedness Assessment for Students & Recent Grads	<ul style="list-style-type: none"> Measures someone's knowledge and awareness of the current and emerging best practices of conducting an effective job and career search. Focuses on 5 key career search competencies & 363 best practices. Includes a Score Report and 6-page Personal Feedback Report. Includes its own downloadable textbook of templates, checklists, planners, tools, examples, and over 1840 best practices designed to drive every phase of your career and job search. 	<ul style="list-style-type: none"> For universities wishing to increase its placement performance in conjunction with Gainful Employment. For career services to aid students, recent grads & alumni For experienced professionals & skilled workers who desire to get a better job faster. For search firms and employment websites - value-add services. For institutions serving experienced professionals & skilled workers.
Job Search Readiness Assessment for Experienced Professionals & Skilled Workers		
Stress	Description	Ideal Application
Stress Quotient - Individual	<ul style="list-style-type: none"> Measures job stress across 7 different indices in a 7X5 matrix showing the levels of stress being experienced by an individual 	<ul style="list-style-type: none"> To identify key workplace individual stressors in order to help an individual adopt a more healthy work environment.
Stress Quotient - Team	<ul style="list-style-type: none"> Measures a workgroup's job stress across 7 different indices in a 7X5 matrix showing the levels of stress being experienced by the group. 	<ul style="list-style-type: none"> To identify shared workplace stressors in order to help a team takes steps to adopt a more healthy work environment.
Time Management	Description	Ideal Application
Time Management EssentialsTM	<ul style="list-style-type: none"> Measures someone's proficiency in organizing and managing their time to produce consistently high quality work in an efficient manner. 	<ul style="list-style-type: none"> To improve hiring decisions for roles needing strong time mgmt. As a pre- or post-training assessment when coupling with time management training and development.

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Learning Styles	Description	Ideal Application
Kolb Learning Style Indicator KLS1	<ul style="list-style-type: none"> ▪ Provides understanding of how an individual's learning style impacts upon problem solving, teamwork, handling conflict, communication and career choice. 	<ul style="list-style-type: none"> ▪ To help supervisors more effectively teach new skills and assign work to staff. ▪ Online and paper versions available.
Work Teams	Description	Ideal Application
Teams 360	<ul style="list-style-type: none"> ▪ Measures the effectiveness of a work team with a focus on team achievement of goals, successful projects, and the assignments of the work team. ▪ Measures the effectiveness of the team leader and team members across four essential areas: process, relationships, work management, and leadership 	<ul style="list-style-type: none"> ▪ To assess the project management effectiveness of a team. ▪ To identify areas where a work team breaks down in efficiency, communications, teamwork, and shared goals/
Employee Engagement	Description	Ideal Application
Employee Engagement Survey – EES	<ul style="list-style-type: none"> ▪ Measures the degree to which employees in a job function or organization are engaged, not engaged, or actively disengaged. ▪ Consists of customizable online survey with interpretation. 	<ul style="list-style-type: none"> ▪ EES & EEI are usually conducted together as a complete employee engagement study. ▪ To identify general and specific causes of unwanted employee turnover. ▪ To identify potential weaknesses in an organization's management, leadership.
Employee Engagement Interviews – EEI	<ul style="list-style-type: none"> ▪ Consists of 30-45 minute phone and/or in-person interviews with current and former employees. ▪ Interviews help identify specific factors causing non-engagement, active disengagement, and voluntary turnover ▪ Custom designed for specific organizational needs. 	
360-Degree Surveys	Description	Ideal Applications
DNA Competency 360 Degree Survey	<ul style="list-style-type: none"> ▪ Surveys an individual's effectiveness 25 essential workplace competencies. ▪ Requires individual being assessed to complete TriMetrix DNA Job Report. 	<ul style="list-style-type: none"> ▪ Ideal for assessing a leader or manager's effectiveness from the perspective of self, peers, direct reports, customers, and supervisor(s).
Emotional Intelligence 360 Degree Survey	<ul style="list-style-type: none"> ▪ Provides specific 360-degree feedback across more than 65 specific attributes of emotional intelligence. ▪ Requires individual being assessed to complete Emotional Quotient EQ3 Assessment. 	<ul style="list-style-type: none"> ▪ Provides pin-point guidance of specific areas in which improved EQ is needed by an individual. ▪ Ideal for assessing a leader or manager's effectiveness from the perspective of self, peers, direct reports, customers, and supervisor(s).
Team Dynamics 360 Degree Survey	<ul style="list-style-type: none"> ▪ Measures the effectiveness of a work team with a focus on team achievement of goals, successful projects, and the assignments of the work team. ▪ Measures the effectiveness of the team leader and team members across four essential areas: process, relationships, work management, and leadership 	<ul style="list-style-type: none"> ▪ To assess the project management effectiveness of a team. ▪ To identify areas where a work team breaks down in efficiency, communications, teamwork, and shared goals/
Leadership Effectiveness 360 Degree Survey	<ul style="list-style-type: none"> ▪ Provides specific 360-degree feedback across more than 45 specific attributes of effective leadership. ▪ Requires the completion of a Leadership Effectiveness Job Report. 	<ul style="list-style-type: none"> ▪ Ideal for assessing a leader or manager's effectiveness from the perspective of self, peers, direct reports, customers, and supervisor(s).

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Application →→→→→													More Assessment Factors				
		Job Search & Career Dev.	Change Management	Coaching t an Individual	Communications	Customer Service	Leadership	Management	Planning/Project Mgmt.	Pre-Hire /Promotion Eval.	Sales Effectiveness	Teaming / Teamwork	Time Management	Team Report Option	Benchmark / Job Fit	Knowledge-Based	English-Only
Legend:																	
● Primary Purpose																	
■ Secondary Use																	
↓ Assessment Name ↓																	
B2B Sales Essentials SM (B2BSE)		■		●						●	●		■	◆	◆	◆	◆
B2C Sales Essentials SM (B2CSE)		■		●		■				●	●		■	◆	◆	◆	◆
Customer Svc Essentials SM (CSE)		■		●		●				●	■	■		◆	◆	◆	◆
Retail Sales Essentials SM (RSE)		■		●	●	●				●	●		■	◆	◆	◆	◆
Leadership Essentials SM 1-2-3		■	■	●	●		●	●	■	●		■		◆	◆	◆	◆
Time Management Essentials SM				●		●		●	●	●	●		●	◆	◆	◆	◆
DNA - 25 Workplace Soft Skills		■	●	●	●	●	●	●	●	●	●	●	●		◆		
Behaviors – DISC		■	●	●	●	●	●	●	●	■	■	●	■	◆	◆		
Behaviors – DISC (Sales Roles)		■	●	●	●	■	●	●	■	●	●	●	■	◆	◆		
Driving Forces (Motivation)		■	●	●	●	■	●	●	●	●	●	■		◆	◆		
Emotional Intelligence EQ3		■	●	●	●	●	●	●	■	●	●	●			◆		
Talent Insights: Behaviors + Driving Forces		■	●	●	●	●	●	●	●	●	●	●	●	◆	◆		
Talent Insights: Behaviors + EQ		■	●	●	●	●	●	●	●	●	●	●	●		◆		
DNA - 25 Workplace Soft Skills		■	●	●	●	●	●	●	●	●	●	●	●		◆		
TriMetrix EQ (Behaviors + EQ + Driving Forces)		■	●	●	●	●	●	●	●	●	●	●	●	◆	◆		
TriMetrix DNA (Behaviors + DNA + Driving Forces)		■	●	●	●	●	●	●	●	●	●	●	■		◆		
Employee Engagement Survey - EES			■		●		●	●				●		◆			◆
Employee Engagement Interviews - EEI			■		●		●	●				●		◆			◆
Stress Quotient Assessment			●	●	●	■	●	■	■	●		●	■	◆		◆	
Kolb Learning Style Indicator				●	●							■		◆			
360 Degree Surveys	Emotional Intelligence	■	●	●	●	●	●	●	●	●	●	●	●		◆		
	Leadership Effectiveness	■	●	●	●	●	●	●	●	●	●	●	■				
	TriMetrix DNA (Behaviors-DNA - Driving Forces)	■	●	●	●	●	●	●	●	●	●	●	■				
	Work Teams		■		●	■	●	●	●			●	■	◆			