

Competency Diagnostic Tool

To determine which courses would be most beneficial for your organization, answer the questions below with a specific group of people or an individual in mind.

Does this individual or group of people...	Yes	No
1. Understand their strengths and development areas and feel safe to share them?	<input type="checkbox"/>	<input type="checkbox"/>
2. Communicate effectively with all levels of the organization?	<input type="checkbox"/>	<input type="checkbox"/>
3. Understand the importance of taking time out for themselves in order to maintain a healthy work-life balance?	<input type="checkbox"/>	<input type="checkbox"/>
4. Value the viewpoints of others when solving problems?	<input type="checkbox"/>	<input type="checkbox"/>
5. Facilitate dialogue to empower others to reach strategic conclusions or come to strategic conclusions themselves?	<input type="checkbox"/>	<input type="checkbox"/>
6. Show an ability to build camaraderie among those who work for them?	<input type="checkbox"/>	<input type="checkbox"/>
7. Manage emotions in times of stress?	<input type="checkbox"/>	<input type="checkbox"/>
8. Get along with others, even when confronted with challenges, to reach corporate goals?	<input type="checkbox"/>	<input type="checkbox"/>
9. Know when to ask for help?	<input type="checkbox"/>	<input type="checkbox"/>
10. Use questions to clearly define problems or find new ways to solve problems?	<input type="checkbox"/>	<input type="checkbox"/>
11. Demonstrate excellent communication skills, especially when it comes to performance expectations?	<input type="checkbox"/>	<input type="checkbox"/>
12. Clearly define their team members' roles and responsibilities?	<input type="checkbox"/>	<input type="checkbox"/>
13. Continuously seek counsel and ask questions in order to constantly improve and learn new ideas?	<input type="checkbox"/>	<input type="checkbox"/>
14. Have an awareness of the impact their behavior has on others?	<input type="checkbox"/>	<input type="checkbox"/>
15. Understand those around them, realizing and respecting that others think and feel differently than they do themselves?	<input type="checkbox"/>	<input type="checkbox"/>
16. Prioritize tasks based on time constraints and importance?	<input type="checkbox"/>	<input type="checkbox"/>
17. Gather information and assess data before drawing conclusions?	<input type="checkbox"/>	<input type="checkbox"/>

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Does this individual or group of people...	Yes	No
18. Understand others' thinking, capabilities, and weaknesses, and use this knowledge to challenge their teams to think and reach for more?	<input type="checkbox"/>	<input type="checkbox"/>
19. Use feedback to serve as their team's greatest enabler for continuous improvement?	<input type="checkbox"/>	<input type="checkbox"/>
20. Strive to build healthy relationships in the workplace?	<input type="checkbox"/>	<input type="checkbox"/>
21. Demonstrate excellent listening skills to build trust with members throughout the organization?	<input type="checkbox"/>	<input type="checkbox"/>
22. Understand when to say no and how to set limits to avoid over-committing and over-promising?	<input type="checkbox"/>	<input type="checkbox"/>
23. Review all strategies and problem-solving tools to decide which ones best apply to the situation at hand?	<input type="checkbox"/>	<input type="checkbox"/>
24. Understand the importance of creating safe environments where others feel free to state how they feel?	<input type="checkbox"/>	<input type="checkbox"/>
25. Pay attention to team efforts and show respect and gratitude when goals are accomplished?	<input type="checkbox"/>	<input type="checkbox"/>
26. Create an inspiring culture where people are motivated to take action?	<input type="checkbox"/>	<input type="checkbox"/>
27. Understand how they are perceived by others?	<input type="checkbox"/>	<input type="checkbox"/>
28. Provide continuous feedback and welcome reciprocal feedback by creating trusting relationships?	<input type="checkbox"/>	<input type="checkbox"/>
29. Have the ability to embrace others' differences and use those differences to strengthen their team?	<input type="checkbox"/>	<input type="checkbox"/>

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Once you've answered the questions above, total the number of "No's" per question group as indicated in the chart below to determine which courses might best meet your needs.

Questions	How many No's?	If you answered "No" to 2 or more questions in each group, then your group or individual needs courses in the following Competency Area:
1, 7, 14, 20, and 27		Self-Aware
2, 8, 15, and 21		Relating
3, 9, 16, and 22		Working
4, 10, 17, and 23		Thinking
5, 11, 13, 18, 24, 26, and 28		Leading
6, 12, 19, 25, and 29		Teaming

Competency Focus Areas by Course

Course	Self-Aware	Relating	Thinking	Working	Leading	Teaming
Accountability at Work		✓		✓	✓	
Building Effective Relationships with Emotional Intelligence	✓	✓		✓	✓	✓
Change Management		✓	✓	✓	✓	✓
Coaching for Leaders	✓	✓			✓	✓
The Coaching Intensive	✓	✓			✓	✓
Collaborating for Organizational Impact	✓	✓		✓	✓	✓
Communicating with Impact		✓			✓	✓
Conflict Management	✓	✓			✓	✓
Courageous Leadership	✓	✓			✓	
Critical Thinking	✓	✓			✓	
Delegating for Success		✓		✓	✓	✓
Emotional Intelligence	✓	✓		✓	✓	✓
Everything DiSC® Management	✓	✓			✓	
Everything DiSC® Productive Conflict	✓	✓		✓		
Everything DiSC® Sales	✓	✓		✓		
Everything DiSC Work of Leaders®	✓	✓	✓		✓	✓
Everything DiSC Work of Leaders® Foundation	✓	✓	✓		✓	✓
Everything DiSC Workplace®	✓	✓	✓	✓	✓	✓
Everything DiSC Workplace® Certification	✓	✓	✓	✓	✓	✓
Exercising Influence	✓	✓			✓	✓

Competency Focus Areas by Course

Course	Self-Aware	Relating	Thinking	Working	Leading	Teaming
The Five Behaviors of a Cohesive Team™	✓	✓				✓
Giving and Receiving Feedback		✓			✓	✓
The Great Workplace	✓	✓			✓	✓
Impactful Presentations		✓				✓
Inclusion in the Workplace	✓	✓			✓	
Interviewing with Confidence		✓		✓	✓	
The Leadership Challenge	✓	✓			✓	✓
Leading Across Generations		✓			✓	
Leading in a Matrix	✓	✓		✓	✓	✓
Leading Teams	✓	✓			✓	✓
Leading Virtual Teams		✓		✓	✓	✓
Making Better Decisions			✓	✓	✓	✓
Myers-Briggs Type Indicator® and Team Building	✓	✓				✓
Performance Management		✓	✓		✓	
Teams and Trust	✓	✓			✓	✓
Time Mastery	✓			✓	✓	
Trust-Based Leadership	✓	✓			✓	✓
Understanding Cultures for Effective Communication	✓	✓				✓
Unlocking Innovative Thinking	✓		✓			