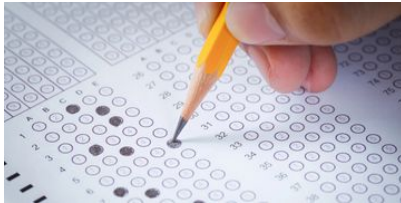


WHY DIAGNOSTICS, ASSESSMENT AND MEASUREMENT?



Creating an organization's path to success is tenuous and demands much of both management and employees: shared vision, shared mission, common values, core competencies and a change-embracing culture must, at a minimum, be collaboratively created.

Guiding an organization in the creation of its chosen future requires many decisions, some great, some small, but all-important and cannot be overlooked. With the path, the needs, and the decisions often unclear, measurement can provide an objective foundation for making those decisions — or not. The alternative, subjective opinion, doesn't discover root causes. On the other hand, measurement, analysis and diagnosis dramatically reduce the conflict within an organization. Providing objective measures that clearly indicate which interventions or training are appropriate, limits the politicization and in-fighting behaviors often present in a change resistant culture.

Investing in proper assessment enhances the ROI of any indicated intervention or training. It is significantly better than the "best guess" model followed by many businesses today which leads to failed efforts, employee cynicism and increased resistance.

By employing measurement to diagnose an organization's culture prior to intervention, the costs of planned initiatives are invariably reduced in two ways. First, interventions are not likely to be repeated when based on appropriate assessment. Secondly, providing employees with consistent direction, and sharing the assessment results, generates shared ownership and teamwork because of their participation in the measurement/problem identification process. This process leads to better managed expectations and outcomes, increased morale and participation, and increased management integrity and credibility.

A sampling of the instruments that Tectonics uses are as follows:

Environmental Scan

The scan assesses an organization's current capability to achieve a desired future. It identifies organizational alignment issues and conflicts as well as gaps related to internal strengths and weaknesses. The results provide the baseline data necessary to create a vision-driven 3- to 5-year strategic plan.

Myers-Briggs Type Indicator®

The Myers-Briggs Type Indicator® provides a useful method for understanding each other. It examines eight personality preferences that everyone uses at different times, and shows the effects these traits have on human interaction. It measures personality disposition and preferences and is used to identify leadership style and to help individuals improve communication, teamwork and career development.

Employee Perception Report

The Report examines how people treat one another, what values they live by, how they are motivated to produce, and use power in the organization.

WHY DIAGNOSTICS, ASSESSMENT AND MEASUREMENT?

Diversity Report

The purpose of this report is to measure the organizations ability to see their culture as only "one way" of doing things and other cultures as simply "other ways." It provides an opportunity to reflect upon the core disciplines essential to working and interacting effectively with culturally different people.

Ethics Culture Report

The report is designed to define the existing values reflected in an organizational culture and how they are manifested behaviorally. The report provides data that allows for the collaborative creation of a shared set of ethical guidelines, and associated behaviors -- collaboratively achieved -- for which employees are willing to be held accountable.

Change Receptivity Report

The report is designed to assist the organization in recognizing the dynamics that affect receptivity to change. The results are utilized in management development and team building as well as to select training programs or interventions that support individuals in a change process.

Management Alignment Report

Often managers experience a disconnect between the current organizational and managerial challenges and the effect his/her own behavior has on them. It is this individual behavior which, when taken in aggregate, creates "poor management" and/or a toxic culture. The report provides an objective, quantified, feedback mechanism useful in confronting this management disconnect.

VARK Guide to Learning Styles

VARK is a questionnaire that provides users with a profile of their learning preferences. A learning style has 18+ dimensions. VARK is about our preference for taking in, and putting out information in a learning context.

Thomas-Kilman Conflict Mode Instrument (TKI)

The *TKI* is designed to assess an individual's behavior in conflict situations in which the concerns of two people appear to be incompatible. In such situations, we can describe a person's behavior along two basic dimensions: **(1) assertiveness**, which the extent to which the individual attempts to satisfy his or her own concerns, and **(2) cooperativeness**, the extent to which the individual attempts to satisfy the other person's concerns.

DiSC Personal Profile

Behavior is an expression of one's personality described in the style inventory profile. DISC provides a non-judgmental language for exploring individual behavioral issues. It helps individuals explore behaviors across four primary dimensions: *Dominance, Influence, Steadiness* and *Conscientiousness*.