



351 PLEASANT STREET
#B-233
NORTHAMPTON, MA 01060
413-320-4664
INFO@MKINSIGHTS.COM

2019

Program Professional & Career Development Assessment & Feedback program (individual)

Goals

1. Increased awareness of personality traits, motivators, values, and career interests as they relate to educational and career paths.
2. Application of psychometric data to job and educational application processes, with a focus on using findings to highlight self-awareness and key strengths during interviews and on written applications.
3. Joint development of summary document of findings.
4. Enhanced self-awareness of personal style and traits as they impact career and educational decision-making.

Pre-work Participant to complete 4-5 on-line self-assessment questionnaires

PHASE I

Discovery interview conducted, client completes assessments and receives sample reports to familiarize self with concepts and measurements. Following this, client's data and feedback reports are reviewed during an extended consultation via ZOOM (approximately 3-4 hours, can be divided into two shorter sessions). Participant review reports again independently following session, noting key data points, descriptions, and needed clarifications and/or inconsistencies.

Participant is encouraged to share key findings with others for feedback. This is followed by a second extended consultation (approximately 2-3 hours) with joint creation of summary document. Initial action plan is recommended with "SMART" goals. Client has unlimited access to Michael Klein via email during this phase of the program (up to 4 weeks).

**PROFESSIONAL, PERSONAL, & WORKPLACE SUCCESS
THROUGH APPLIED PSYCHOLOGY**

PHASE II

(OPTIONAL) Roadblocks and additional information/insights are addressed and reviewed in support of initial action plan via advising/coaching sessions. Michael Klein provides accountability to client for taking steps and maintaining focus on career and/or educational action plans. With client's permission, Michael Klein has contact with key individuals to gather additional perspective(s) on client's motivation, engagement, action plan, and follow through.

FEES

PHASE I: Discovery, assessment, feedback and summary *CONTACT US*
A. Psychometrics (5 tests with reports)
B. Analysis + interpretation
C. Discovery & feedback session
D. Follow-up consultation with summary
E. Unlimited email consultation

PHASE II: (OPTIONAL) Implementation & Accountability *CONTACT US*

OPTION 1: Bi-weekly coaching/advising (90 min each)

OPTION 2: Monthly coaching (2 hours each)

*with additional check-in call (one hour)

OPTION 3: Customized schedule (3 hours/month)

-All options include unlimited email contact/consultation between calls

-All options are provided in 3-month agreements

Participant

-Is recipient of feedback reports and written summary Participant is encouraged to share psychometrics and/or summary with others.

-Understands that this program does not constitute medical or mental health assessment or treatment.

MICHAEL A. KLEIN, PSY.D.

Areas of Expertise:

- Professional Assessment & Development
- Executive, Manager & Staff Selection
- Emotional Intelligence Testing
- Team Development

Professional Experience:

- *Principal*, MK Insights, LLC
- *Director*, Advisor Development, MassMutual
- *Director*, Training & OD, Fallon Healthcare
- *Trainer*, Learning & OD, New York Presbyterian Hospital

Presentations:

- *DISC – Applying Behavioral Style at Work*
- *Job Fit and Personality Assessment*
- *The Psychology of Exit Planning*
- *Management Development & “EQ”*
- *Trapped in the Family Business®*

Professional Affiliations:

- American Psychological Association (APA)
- Society for Industrial & Organizational Psychology (SIOP)

Psychometrics:

- Hogan Personality Inventory (HPI)
- Hogan Development Survey (HDS)
- Motives, Values, Preferences Inventory (MVPI)
- California Personality Inventory (CPI 260)
- Myers-Briggs Type Indicator (MBTI)
- 16 Personality Factors (16PF)
- NEO Personality Inventory (NEO PI-R)
- Lominger Leadership Architect
- Thomas-Kilman Instrument (TKI)
- Emotional Quotient Inventory (EQi 2.0)
- Behavioral Styles Profile (DISC)
- Profilor 360 (from PDI)
- Emotional Competence Inventory (ECI)
- Emotional Quotient Multi-rater (EQ 360)

Dr. Klein helps businesses make effective hiring decisions, develop the skills of their managers, and grow trusting and collaborative teams and workplaces. He advises individuals on issues related to professional growth and development, with a specialty in family businesses (trappedinthefamilybusiness.com).

He has worked as a business psychologist for over 18 years in industries including pharmaceuticals, financial services, entertainment, construction, education, manufacturing, IT, and healthcare.

Prior to starting MK Insights, Michael was a Director of Field Training & Development at MassMutual Financial Group, where he created and managed an assessment process for sales professionals and sales leaders.

Michael is a recognized member of the American Psychological Association (apa.org) and Society for Industrial and Organizational Psychology (siop.org). He is a frequent speaker to family business centers, advisor associations, and other industry groups. His book and work have been featured in publications including: The New York Times, USA Today, as well as numerous trade and industry-specific publications and online media.

Michael has provided testing, professional development, and classes for the MBA program at the Isenberg School of Management, and the Commonwealth Honors College, both at the University of Massachusetts (Amherst, MA).

MK Insights LLC is an approved training provider for the Massachusetts Department of Workforce Development. Massachusetts Express Grants reimburse employers for 50% of training costs (up to 60K annually) for approved programs & providers.

Michael is a Haverford College and Rutgers alum

mklein@mkinsights.com
direct: 413-320-4664
www.mkinsights.com

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