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Program Professional & Career Assessment

Goals

1. Increased awareness of key strengths, motivators, values, and potential career matches/interests
2. Application of psychometric data to career interests
3. Development of action plan for professional development

Summary

Client's data and feedback reports are reviewed during an extended initial consultation (can be completed via telephone/video). Participant then reviews reports, noting key data points, descriptions, and needed clarifications. This is followed by a second extended consultation via telephone/video with recommendations. Initial action plan is created with "SMART" goals. Client has unlimited access to Michael Klein via email for the duration of this program.

- A. Assessment and Action Planning
- B. Psychometrics (3-4 tests with reports)
- C. Analysis + interpretation
- D. Initial comprehensive feedback session
- E. Follow-up extended consultation
w/recommendations for action plan
- F. Optional (ongoing plan implementation, coaching)

OPTIONAL

All items in above plus 3-month renewable program of follow-on implementation with choice of following*:

- a. 90 minute monthly coaching
- b. 45 minute, bi-weekly coaching
- c. 20 minute, weekly coaching

*includes email consultation as-needed between coaching calls

Pre-work

A. Self-assessment tools

Participants complete 3-4 on-line self-assessments from the following list based on individual need and initial interview:

- Hogan Personality Inventory (HPI)
- CareerLeader (Business Career Inventory)
- 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)
- Emotional Competence Inventory (ECI)
- Strong Interest Inventory (SII)

Each questionnaire ranges from 10-45 minutes each for completion.

B. Discovery questionnaire

Participants complete proprietary online narrative questionnaire that includes career and professional history, key personal events, and short-term and long term goals.

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
- *Regional 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)
- Strong Interest Inventory (SII)
- 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 advisor and coach 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 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, and lives in Western Massachusetts.