**List of Personality Profiling Tools:**

**Caliper -** [**https://www.calipercorp.com/**](https://www.calipercorp.com/)

* The Caliper Profile is a scientific instrument for in-depth personality assessment and job matching, and it is the foundation of our work.
* The Caliper Profile has been validated by nearly a half-century of research and measures over twenty-five personality traits that relate to job performance.
* It can be taken online or in paper format, and it provides clear, objective information on an individual’s strengths, limitations, motivations, and potential. Since it was first developed, the Profile has undergone continuous refinement, and ranks today as one of the most advanced tools for matching personality to job performance.
* The Caliper Profile is part of a process of gathering information about an individual’s natural strengths, motivators, and potential to succeed in a particular role. Other factors to be considered in any important personnel decision include: impressions conveyed in interviews, a review of past performance, and referrals from former supervisors. Your Caliper consultant will work with you to help you determine appropriate direction and how to best serve your hiring and development needs.

**Core Values Index (CVI) -** [**http://www.taylorprotocols.com/**](http://www.taylorprotocols.com/)

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| --- |
| * A revolutionary human assessment that provides a description of the innate, unchanging nature of an individual, which is different from personality and behavioral based assessments. This unique instrument takes ten minutes or less to complete and provides a highly accurate and reliable picture of the core motivational drivers of any person, with an instant report, online.
* **The Unchanging Nature of a Person:**
	+ Existing in one from birth; inborn; native.
	+ Inherent in the essential character of something.
	+ Originating in or arising from the intellect or the constitution of the mind, rather than learned through experience.
* Other Taylor Protocol products
	+ **The Top Performer Profile -** The first Employment Pre-Selection tool that is positioned at the very beginning of the hiring process as a true objective screen.
	+ **Human Capital Audit -** puts numbers around all of the performance factors of the people in each position.
		- **Executive Team Profile -** provides an assessment of the strength and balance of your current leadership team.
		- **80/20 Protocol -** the umbrella suite that uses all of the above products to significantly change the performance bell curve of multiple positions in each company.
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**Culture Index (OAD) -** [**http://www.cindexinc.com/**](http://www.cindexinc.com/)

* The CI Survey is a personality inventory developed to objectively measure a job candidate's traits and perceptions of how to behave in a current work situation. The scoring produces a graph of the individual's traits and job behavioral perceptions, which can be effectively interpreted by those individuals who have attended the Culture Index Management Workshop.
* The results from the survey are not a pass-fail type; rather they should be compared to the graph generated by the C-Job. The matching of the two requires skill which will improve with experience and can be enhanced by the facilitation of a Culture Index Licensee. The trained CI Analyst will be able to interpret the CI Survey results, effectively describing the traits and job behaviors of the candidates. Also predicting job strengths and weaknesses, as well as identify developmental priorities relative to behavioral skills and abilities.

**DISC -** [**http://www.discprofile.com/**](http://www.discprofile.com/)

* DiSC is a personal assessment tool used to improve work productivity, teamwork, and communication. DiSC is non-judgmental and helps people discuss their behavioral differences. If you participate in a DiSC program, you'll be asked to complete a series of questions that produce a detailed report about your personality and behavior.
* DiSC profiles help you and your team:
	+ Increase your self-knowledge: how you respond to conflict, what motivates you, what causes you stress and how you solve problems
	+ Learn how to adapt your own style to get along better with others
	+ Foster constructive and creative group interactions
	+ Facilitate better teamwork and minimize team conflict
	+ Develop stronger sales skills by identifying and responding to customer styles
	+ Manage more effectively by understanding the dispositions and priorities of employees and team members

### Popular DiSC Profiles

* + - [DiSC Classic Profiles](http://www.discprofile.com/discclassic.htm)
		- [Everything DiSC Workplace Profile](http://www.discprofile.com/discworkplace.htm)
		- [Everything DiSC Work of Leaders Profile](http://www.discprofile.com/products/tests-and-profiles/disc-work-of-leaders.htm)
		- [Everything DiSC 363 for Leaders](http://www.discprofile.com/discleadership.htm)
		- [Everything DiSC Management Profile](http://www.discprofile.com/discmanagement.htm)
		- [Everything DiSC Sales Profile](http://www.discprofile.com/discsales.htm)
		- [DiSC profiles for recruitment and hiring](http://www.discprofile.com/disc-recruiting-hiring.htm)

**Herman Brain Dominance Instrument (HBDI) -** [**www.hbdi.com**](http://www.hbdi.com)

* The world’s leading thinking styles assessment tool, the Herrmann Brain Dominance Instrument® (HBDI®) is the assessment at the core of Herrmann International’s Whole Brain® Thinking approach. Developed in the 1970s by Ned Herrmann, then a manager at General Electric, more than thirty years of research and innovation stand behind the validity of the HBDI®.
* The 120-question HBDI® assessment, which is administered by an [HBDI® Certified Practitioner](http://www.hbdi.com/WholeBrainProductsAndServices/Certification/index.php), evaluates and describes the degree of preference individuals have for thinking in each of the four brain quadrants, as depicted by the Herrmann Whole Brain® Model.
* The basis of Whole Brain® Thinking and all Herrmann International learning modules, the HBDI® teaches you how to communicate with those who think the same as you and those who think differently than you. Once an individual understands his or her thinking style preferences, the door is open to improved teamwork, leadership, customer relationships, creativity, problem solving, and other aspects of personal and interpersonal development.

**Predictive Index -** [**http://www.piworldwide.com/**](http://www.piworldwide.com/)

* The proprietary Predictive Index System consists of a powerful combination of assessment, educational training, and consulting. Our unique model empowers managers with the instruments, knowledge, and expert support to drive organizational performance by understanding what can influence and drive their employees to perform at work.
* **Assessment - It starts with the Predictive Index (PI®)**
The [Predictive Index](http://www.piworldwide.com/Products/Predictive-Index-System/Predictive-Index.aspx) is a scientifically validated behavioral assessment that accurately predicts workplace behavior. Since 1955, PI has helped organizations of all sizes and across the globe to understand what drives individual and team behavior in the workplace. This insight into employee behavior enables companies to make the very best decisions in the areas of talent acquisition, talent development, change management and growth strategies.
* **Performance Requirement Options™ (PRO)**
PI Worldwide’s companion instrument to the Predictive Index, the [Performance Requirement Options™](http://www.piworldwide.com/Products/Predictive-Index-System/Performance-Requirement-Options-PRO.aspx), helps managers identify the specific behavioral drives that are critically necessary to perform a job well. The PRO results in a customized target profile for a specific role.

**Thomas-Kilman Conflict Mode -** [**http://www.kilmanndiagnostics.com/catalog/thomas-kilmann-conflict-mode-instrument**](http://www.kilmanndiagnostics.com/catalog/thomas-kilmann-conflict-mode-instrument)

* The TKI has been the worldwide leader in assessing conflict-handling behavior for almost forty years. More than 7,000,000 copies of the TKI have been purchased since 1974. When you take the TKI, therefore, you can be confident that you're using an assessment tool that has withstood the rugged test of time.
* Dr. Ralph Kilmann is the co-author of the TKI: If you have any questions about how to administer the assessment or interpret your results, you won't be able to find another person who has more TKI knowledge and experience.
* The TKI is a self-report assessment that allows you to discover whether you might be overusing (a high score) or underusing (a low score) one or more of these five conflict-handling modes: competing, collaborating, compromising, avoiding, and accommodating.
* To determine which of your TKI mode scores are high or low, your results are compared to a [U.S. research sample](http://www.kilmanndiagnostics.com/sites/default/files/TKI_Technical_Brief.pdf) of 8,000 men and women who were drawn from a pool of 59,000 TKI respondents in order to mirror the demographic distribution of the U.S. population. A subsequent [cross-cultural research sample](http://www.kilmanndiagnostics.com/system/files/TKI_International_Brief.pdf) of 6,000 men and women from 16 different countries revealed only minor variations from the U.S. norms. These rather surprising results demonstrate that the TKI is measuring an aspect of conflict-handling behavior that is fairly consistent across different countries and cultures.
* One reason that TKI results have such cross-cultural consistency is because the assessment was purposely designed to minimize the "social desirability response bias" (which is the natural tendency for people in all societies to respond to test items in order to look good to themselves or to others). Consequently, TKI results provide an accurate picture—across the globe—of how people actually behave in conflict situations.

**TTI -** [**http://www.ttisuccessinsights.com/**](http://www.ttisuccessinsights.com/)

## [Behaviors/DISC](http://www.ttisuccessinsights.com/what/dimensions/behaviorsdisc)

Measured in four proportions (DISC: dominance, influence, steadiness and compliance), Behaviors reveal how an individual will perform, including what value he or she will bring to a team, his or her ideal environment and possible limitations he or she may face.

## [Motivators](http://www.ttisuccessinsights.com/what/dimensions/motivators)

Measured in six key areas (theoretical, utilitarian, aesthetic, social, individualistic, and traditional), Motivators are the windows through which an individual views the world, thereby driving his or her Behaviors. Motivators reveal why an individual acts a certain way – what motivates one to perform a job.

## [Acumen](http://www.ttisuccessinsights.com/what/dimensions/acumen)

Measured in three dimensions of thought, Intrinsic, Extrinsic and Systemic in both the world and self-views, Acumen, or a person's keenness and depth of perception, will identify how a person thinks and makes decisions and will clarify one’s natural abilities or capacities.

## [Competencies](http://www.ttisuccessinsights.com/what/dimensions/competencies)

Measured in 23 to 25 research-based personal skills directly related to the business environment, Competencies are defined on three levels: mastery, some mastery and no mastery. Applied in conjunction with a job benchmark, Competencies ensure the inherent skills of each individual match the soft skills required by the job.

## [Emotional Intelligence/EQ](http://www.ttisuccessinsights.com/what/dimensions/emotional-intelligenceeq)

Measured in five areas within interpersonal and intrapersonal intelligence, Emotional Intelligence (also referred to as EQ) is an individual’s ability to sense, understand and effectively apply the power and acumen of emotions to facilitate high levels of collaboration and productivity.