

PRADCO LEADERSHIP ASSESSMENT AND FEEDBACK SESSION

About PRADCO's Quick View™ Leadership II Assessment

The Quick View™ Leadership II Assessment measures factors critical to success in leadership roles across a variety of work settings. Forty (40) behaviors are assessed through a series of 160 pairs of behavioral statements. People are asked to select the statement in each item pair that best describes their work-related behavior. Because every statement reflects a favorable work behavior, the person must make a choice between two (2) equally desirable items. This forced-choice format reveals the behaviors or attitudes that an individual emphasizes most and is likely to display at work. The Quick View™ Leadership II Assessment is used several ways:

- As an interview tool for job applicants
- As a tool to assess the training and developmental needs of current employees
- To identify critical success factors for a job
- As a basis for generating follow-up questions to probe job-relevant behaviors
- As a basis for generating developmental suggestions that maximize new-hire success

Scores on each behavior are expressed as percentiles that indicate someone's relative standing to others who have taken the assessment. For example, a candidate who scores at the 94th percentile on *Delegation* has scored higher than 93 out of every 100 individuals who have taken the assessment. The norms are based on a broad population of individuals who have taken the Quick View™ Leadership II Assessment. Norms are updated annually to reflect current population trends.

Measuring Emphasis on Leadership Behavior

The purpose of the Quick View™ Leadership II Assessment is to measure how much emphasis test-takers give to behaviors that can either drive or inhibit success within their leadership context. Scores on the assessment can suggest that a given behavior is receiving sufficient emphasis, not enough emphasis, or too much emphasis. Those receiving high Quick View™ scores are likely to emphasize behaviors that promote their own success as well as the success of those around them.

The Quick View™ Leadership II Assessment provides a variety of scores on individual behaviors. The pattern of scores illustrates an individual's areas of strength and weakness. Knowledge of these patterns will enable supervisory staff to provide the necessary training and coaching to help a person improve.

The results of the assessment will be shared with the participant in structured feedback session with a PRADCO consultant providing insight into the participant's behavior and facilitating a developmental discussion.