



Consulting Interventions

ASSESSMENTS

Behaviour

We are qualified to apply a broad range of behavioural assessment tools to assist in personal development processes. Whether it be about personality, emotional intelligence, leadership or learning styles, assessment tools provide valuable insights into individual behaviour preferences, propensities and personality. They help us understand how we are similar and different, and why we prefer certain approaches. They can offer us powerful insights into how we make decisions, how we choose to communicate, how we are likely manage conflict and deal with change. They explain to us how we learn, and how we are likely to process what we learn. Importantly, through developing a greater awareness of ourselves, assessment tools can also help us understand how others are different, and the value of these differences. Importantly, assessment tools should not be used to categorise and box individuals in a way that limits their freedom and variety of expression. They are far better suited to enhance awareness of self, so that optimal choices (sometimes less preferred) can be made.

Culture

We are trained and experienced in applying culture mapping surveys. We can work with the organisation using its preferred instruments for assessing culture, or we can apply our own powerful tools for establishing the current and preferred culture in the organisation. We can measure entropy, we can link culture to strategy and to customer needs and preferences. Our team is highly skilled in translating the results of culture mapping surveys into strategic change management initiatives, and assisting the organisation in leading necessary change.

