

PS LEADER

An extensive competency-based leadership assessment system

PS Leader is a research-based leadership competency assessment that gives individuals an objective needs analysis of their leadership effectiveness, and helps them target areas for improvement. The core of the assessment is a set of 24 clearly defined and extensively researched competencies that have been shown to be an essential part of effective leader performance.

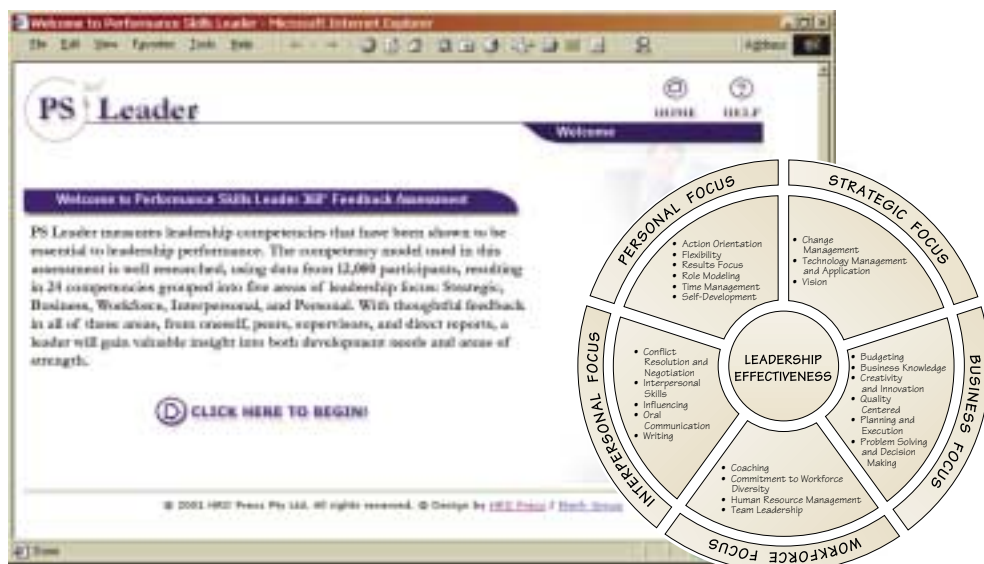
how it works

The PS Leader Model is the result of years of extensive research involving over 12,000 supervisors, managers, and executives in both private and public sector organizations. This research was conducted to determine which specific skills top performing leaders possess that set them apart from average and ineffective leaders. The result was the definition of 24 “most critical” leadership competencies, which are outlined in the PS Leader Model.

PS Leader is unique in its design in as much as it guides participants through 82 behavior based questions, but asking for responses in two independent but related scales. Firstly, individuals and their raters (when completing the 360-degree version of the assessment) are asked to indicate the **required** proficiency of the behavior before then asking for perceived **current** proficiency. This helps to create an extremely useful comparative analysis which shows the gap between what is current and required future performance across all 24 competency categories. This makes training and coaching needs determination and extremely easy exercise. In addition, the report generates extensive interpretive information and case sensitive coaching ideas to aid individual development.

Reports available from the PS Leader assessment include:

- Individual Reports
- Report Overview
- Competency Ranking
- Task Scores
- Overview of Development Needs
- Job Requirements Comparison
- Overview of Job Skills



- Development Suggestions
- Group Reports
- Group Development Needs
- Group Task Scores
- Task Ranking
- Group Development Suggestions
- Demographic Report
- Group Job Requirements
- Comparison Competency Ranking
- Overview of Job Strengths

the benefits

Flexibility – This multi-rater assessment can be used as a leader self-assessment or with supervisors, peers, and direct reports for 360° feedback.

Easy to administer – PS Leader is available to complete by software diskette or on the web, so participants simply follow on-screen instructions for completing the 82-item questionnaire.

Confidentiality – Once respondents have saved their answers, they are locked on the diskette or web system. This guarantee of confidentiality will allow peers and direct reports to feel comfortable giving honest feedback.

Relevant feedback – Rather than answering questions about particular leadership competencies that can be difficult or impossible to make judgments on, respondents are asked about specific behaviors associated with these competencies. By rating these observable behaviors, the assessment provides a method for accurately measuring competencies.

Convenient – Once the questionnaire has been completed, the results are available immediately via the www.profiles-r-us.com web-site or by e-mail as a PDF file.

THE COST

Web based assessment – PS Leader – full 360 degree report

\$95.00