



Develop strategies for the employee life cycle and *be better.*

## Tips for Choosing the Right Assessment Tools

Organizations achieving the most from their assessment efforts are the ones that understand the need to use the right assessment tool for the right role and level, and for aligning their assessment strategy with business needs and business results. Here are some tips to help you select the appropriate assessments throughout each employee's life cycle.

- 1. Organizations improve business results through better-quality candidates.** Used during the recruitment and selection phases of an employee's life cycle, the CPI 260® assessment yields valuable data to describe and predict behaviors. It identifies an individual's preferences, attitudes, and behavioral tendencies, such as how to deal with others, self-management, motivation, and thinking style.
- 2. During the selection phase, the CPI 260 assessment allows organizations to identify candidates with specific, clearly defined characteristics proven to be successful in a given role.**
- 3. During the onboarding and performance management phases, assessments that focus on identifying natural strengths, blind spots, interpersonal communication styles, and conflict management strategies are especially valuable.** The data yielded allow employees to leverage their talents and create development plans to maximize performance.
- 4. The MBTI® assessment identifies innate preferences for taking in information, making decisions, interacting with others, and the outside world.** It provides a common language for understanding different personality styles, and during the onboarding process, this self-awareness helps create an environment that facilitates teamwork and enhances leadership skills.
- 5. The FIRO-B® assessment helps individuals understand how their needs can shape their interactions with others.** When people's needs are met on a team, they engage, contribute, and collaborate. When their needs are frustrated, they withdraw, complain, procrastinate, and sabotage. During the performance management phase, this insight allows employees to improve their interactions with others, resulting in increased productivity and improved performance.
- 6. The TKI assessment reveals how individuals handle conflict and how they can adopt the most appropriate style for different situations.** During onboarding, it is critical for new employees to navigate the organizational culture quickly and adapt strategies for managing disagreements. Throughout performance management, employees unable to manage conflict will derail, while those effectively handling conflict are more likely to succeed.
- 7. Succession planning enables an organization to groom and develop high-potential candidates for leadership roles.** The CPI 260 assessment is a coaching and leadership development tool built on more than 55 years of research and successful real-life applications.
- 8. The CPI 260 reports, the Client Feedback Report and Coaching Report for Leaders, provide specific feedback suggesting growth and development areas critical for effective succession planning.** They equip managers and coaches with personalized information that enables them to identify leadership strengths and blind spots, target areas for development, and plan action steps to increase the effectiveness of their clients.
- 9. For many organizations the CPI 260 assessment has proven to be a powerful tool by creating a precise portrait of an individual's leadership potential and helping craft a highly effective learning experience for future leaders.**

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