

Leveraging Assessments

A highly useful, but often underused or misused tool that can be very useful during challenging periods of organizational change, leadership development or leadership transition is the use of various proven assessments. Assessments can assist in providing more formalized and objective indicators of strengths as well as opportunity areas. It can also be used in the various performance communication and evaluation processes. They can help to identify culture or leadership gaps. Often the timing of conducting an assessment is critical, especially during those periods of high change, when seeking to achieve higher levels of performance or again during leadership transition. An assessment can enable an organization's leadership to develop a clearer plan of action and achieve higher levels of performance.

Following are several proven, very valuable organizational and leadership assessment tools. They can be used at an athletic department level, team level with coaches as well as with student athletes.

Culture Assessment

Has your culture been purposely defined or did it form on its own? Is it values and behavioral based? Is it understood by everyone? Does everyone speak a common language of the culture? Does everyone live it and hold each other accountable? Do parents support the culture? Culture is what is proven to maximize an organization's talent, or not. A culture assessment can help to identify what needs to occur next to develop a purposeful, values based culture.

Leadership Assessment

How effectively does the team's leadership communicate? Do they realize the value of adapting to the situations faced? Are relationships and connections being focused on? How deep is the trust level? How is conflict being dealt with and utilized? Do all leaders truly understand what their purpose is? These and many leadership assessment areas are critical to ensuring a common language and commitment exists across the teams. A comprehensive leadership assessment is a big aid in answering these questions and more. It's also an important step towards building a common language of how to lead and motivate and assessing coaches and players leadership performance. This is based upon Jon Gordon's You Win in The Locker Room First book. He has authorized me to use the assessment with organizations.

Character Assessment

Having a clear understanding of a leader's character strengths enables them to be even more focused and successful. By strengths, we mean perseverance, perspective, love of learning, fairness, teamwork, humility, caring and many other traits. Understanding strengths enables them to perform at their best and leverage key strengths while not overlooking underutilized areas of development. A formal character assessment tool is an excellent first step towards gaining greater focus and life purpose and making a difference with others.

DISC Assessment

All of us typically have a "home base" in terms of our personal style which determines how we interact and communicate. Someone might be more dominant and direct, more influential and big picture focused, more supportive and reserved or more conscientious and detail/task focused. Each of us is a blend of these traits. Unfortunately, many leaders take a "this is how I am" approach and fail to fully appreciate the incredible value of knowing how to better adapt/flex their style to maximize their ability to communicate and motivate. Use of a DISC is a proven tool for achieving that, especially with teams. It also is an excellent way to gain a deeper appreciation of each other.

If you are interested in further information on any of the above assessments, please reach out to Jack Steinhilb.

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