

Foxwood Individual Coaching Assessment

The Individual Coaching Assessment is a comprehensive behavioral assessment process that combines DISC, Workplace Motivators, and Soft Skills Inventory. It is available in three different versions: Leadership (Executive), Sales, and Administrative.

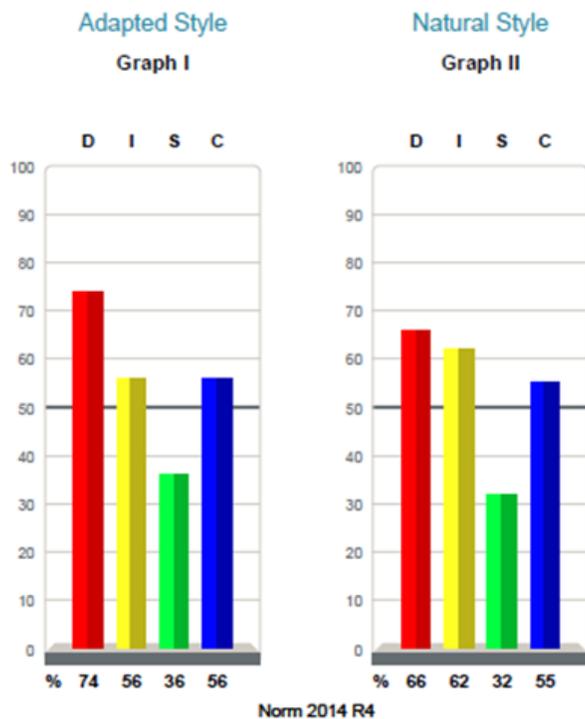
In today's marketplace, the competitive talent trends make it crucial to have an effective way to assess, develop and retain top talent. Companies need to go beyond the traditional resume, interview and yearly review process to discover the real characteristics of superior performance.

Based on a unique 37-factor analysis, the Foxwood Individual Coaching Assessment reveals a person's specific traits in three areas that describe the how, why and what of individual performance.

This is accomplished through an unbiased assessment of the Behaviors people bring to the job, the Values that motivate people to do a job, and their potential to provide the Personal Skills required by the job.

As a coaching tool, this assessment tool provides an excellent foundation from which to begin the performance coaching process. As a job benchmarking tool, the same three areas are used to measure the requirements of the job, providing a complete system to compare talent to the position and create the best job fit.

Expanded DISC Profile



The Expanded DISC Profile measures how an individual responds to:

- Problems (Dominance) - How does a person respond to problems and challenges?
- People (Influence) - How does a person influence others to his/her point of view?
- Pace (Steadiness) - How does a person respond to the pace of a given environment?
- Procedures (Compliance) - How does an individual respond to rules and procedures established by others?

In simple terms, the Expanded DISC measures *behavioral style*, how an individual is wired. The Natural Style describes a person when they are not at work. The Adapted Style describes how a person believes he/she needs to adapt their natural style to be successful in their job.

The natural style for each person is generally determined by seven years of age. The general shape of this graph will remain consistent throughout a person's life.

Any behavioral style can be successful in any position. However, significant adaptation of a person's natural style requires a great deal of energy and often results in tremendous stress.

The expanded, *Behavioral Style* DISC is available in multiple versions including executive/leadership, management, sales, sales manager, customer service, and administrative staff.

Green Bay • Wausau • Iron Mountain

P: 866.339.5019

F: 920.339.0762

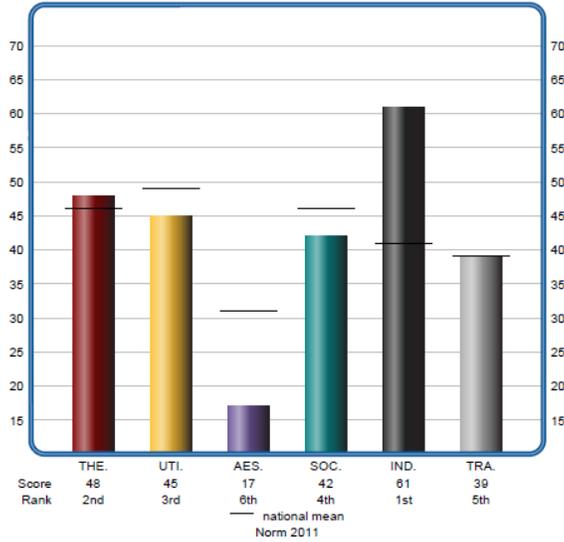
info@foxwoodassociates.com

foxwoodassociates.com

FOXWOOD
ASSOCIATES, INC.

Management Advisors

Workplace Motivators



The Workplace Motivators portion of the assessment measures the six basic motivators or values of a person. Values are the drivers behind our behavior; what motivates our actions. The six value categories are:

Theoretical – The primary driver of this value is the discovery of knowledge and the appetite for learning. A search for knowledge.

Utilitarian – The primary motivator of this value is interest in money and what is useful. A passion to gain return on investment of time, resources and money.

Aesthetic – The primary driver of this value is “form and harmony.” A passion to add balance and harmony in one’s own life. It indicates a primary interest in the artistic episodes in life.

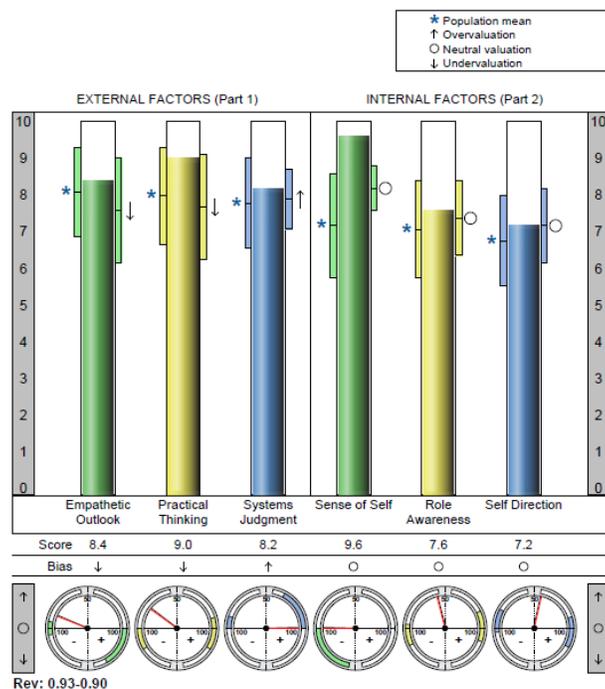
Social - The primary motivator of this value is helping people. A passion to eliminate conflict in our world and assist others.

Individualistic – The primary interest for this value is power. A passion to achieve position and use that position to influence others.

Traditional – The primary driver for this value is a system of living. A passion to pursue the higher meaning in life through a defined system of living.

Workplace Motivators provides valuable coaching insight into each person's intrinsic motivation. Creating value alignment between the individual and the organization is essential.

Soft Skills Inventory



This assessment examines 23 interpersonal skills and gives a specific breakdown of how the person will interact with others in leadership and non-leadership roles in the organization. The report itself tells you how they see the world, how they see themselves, and how they will interact with others on a number of major dimensions.

The Sales Version examines how they will perform in 1) prospecting, 2) greeting clients, 3) qualifying clients, 4) giving a demonstration, 5) influencing the client, and 6) closing the client. The General Version examines how the person will perform in a set of 1) critical success skills, 2) general employment skills, 3) getting results, 4) interpersonal skills, 5) making decisions, 6) self management and 7) their work ethic. All of these skills are crucial for success in their sales or non-sales position.

Examples of the 23 interpersonal skills include how they will perform regarding problem solving, results orientation, meeting standards, attention to detail, realistic expectations, using common sense, following directions, personal accountability, self confidence, personal drive, handling stress, and many others.

Use this report to assist in 1) performance coaching, 2) pre-selection, 3) interviewing, 4) selection, 5) matching the person with the job and/or supervisor, 6) managing / leading 7) effective team assignment, 8) coaching / mentoring, 9) personal development, 10) job reassignment, 11) discipline, and 12) termination interviews.