

Foxwood Individual Coaching Assessment

The Individual Coaching Assessment is a comprehensive behavioral assessment process that combines DISC, Driving Forces, 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.

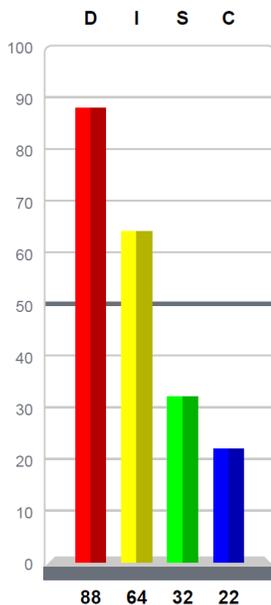
This is accomplished through an unbiased assessment of the Behaviors people bring to the job, the Values that drive people to do a job, and their potential to provide the Personal Skills required by the job.

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

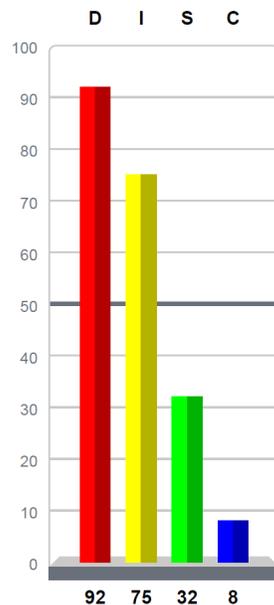
Adapted Style

Graph I



Natural Style

Graph II



Norm 2017 R4

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.

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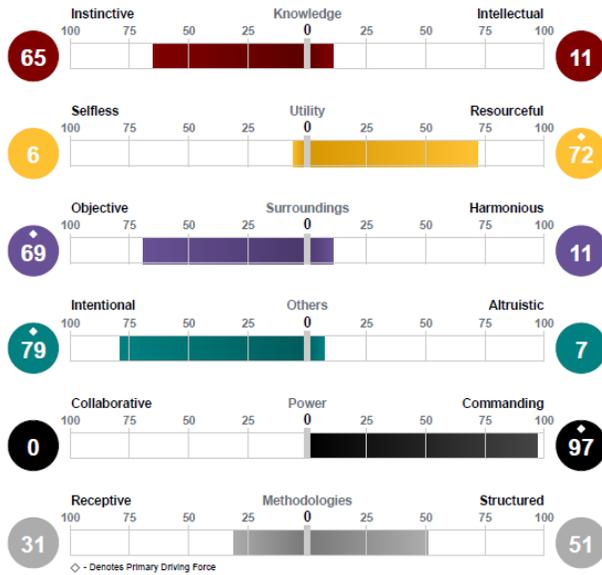
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FOXWOOD
ASSOCIATES, INC.

Leadership ♦ Change ♦ Culture

Rev. 1912

Driving Forces



The 12 Driving Forces® are established by looking at the six primary types of human motivation and describing both ends of a continuum for each type. All of the twelve descriptors are based on six keywords, one for each end of each continuum.

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

Utility – The primary driver of this value is the approach to work and the why and how of individual engagement with the tasks that make up work.

Surroundings– The primary driver of this value is the objectivity or subjectivity with which people view their environment.

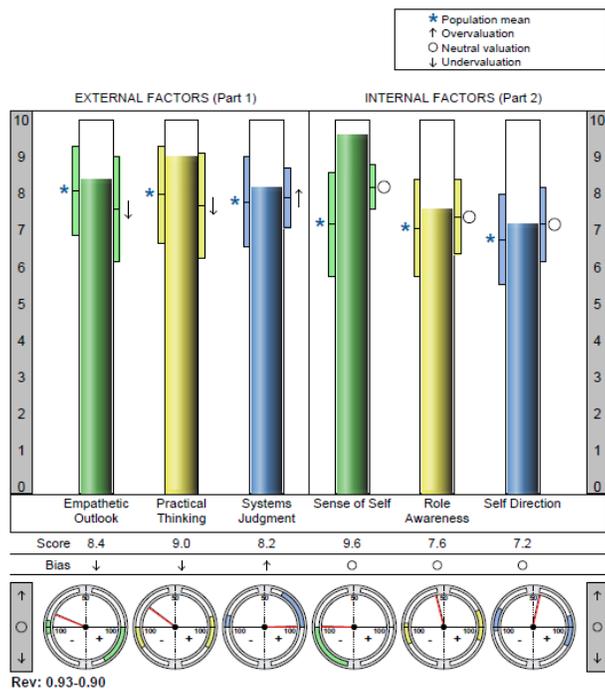
Others - The primary driver of this value is assisting other and the reasons people choose to engage in that process.

Power – The primary driver for this value is the approach to working with others.

Methodologies – The primary driver for this value is the approach to the various processes that make up the work that we do.

Driving Forces 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 25 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 25 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.