

## ***Employee Assessment Instruments***

J.S. Evans Consulting is qualified to administer and interpret several employee assessment instruments, which are designed to measure a variety of human behavior and performance factors. The instruments which our firm uses are:

- Myers-Briggs Type Indicator (MBTI)
- Fundamental Interpersonal Relations Orientation- Behavior (FIRO-B)
- California Psychological Inventory (CPI 260)
- Strong Interest Inventory (Strong)
- Thomas-Kilmann Conflict Mode Instrument (TKI)
- Minnesota Satisfaction Questionnaire (MSQ)
- Organizational Climate Survey (OCS)
- Job Characteristics Inventory (JCI)

Each of these excellent instruments is used for specific measurement purposes – and some are used together to acquire a more complete measurement and assessment. The reason why measurements are done is quite simple – it is impossible to manage what you cannot measure! Managers need to know where the strengths and weaknesses of employees are in their organizations. They also need to know what is causing the weaknesses, and what can be done to correct these deficiencies. Measurement and assessment also provide the practitioner with data that allows them to discern whether or not improvements have occurred when specific interventions have been implemented to make planned changes in the organization. In short, instruments measure the effectiveness of these change efforts – without them one is merely guessing.

The following pages under this heading will acquaint you with eight assessment instruments which we have used successfully to help our clients maximize their employees' organizational strengths and correct their weaknesses. We welcome the opportunity to visit with you to explore the ways we can help your employees and your organization become even better.