

# KDVI'S SUITE OF 360° DIAGNOSTIC INSTRUMENTS



INSTRUMENT	DESCRIPTION	FEATURES	DIMENSIONS
<b>GELM®</b> An essential resource on the leadership journey	<ul style="list-style-type: none"> <li>Measures competencies essential to effective global leadership.</li> <li>Designed for a wide range of leaders, including CEOs and top executives, junior executives, mid-level managers and organisational directors.</li> </ul>	<ul style="list-style-type: none"> <li>Ideal for examining leadership behaviour roadblocks and taking steps toward improvement.</li> <li>Provides feedback on the leader's position vis-à-vis a control group of hard-driving global executives.</li> <li>Normalisation is based on a large group of senior executives worldwide.</li> </ul>	<ul style="list-style-type: none"> <li>Visioning</li> <li>Empowering</li> <li>Energising</li> <li>Designing &amp; Aligning</li> <li>Rewarding &amp; Feedback</li> <li>Team-Building</li> <li>Outside</li> </ul> <ul style="list-style-type: none"> <li>Stakeholder Orientation</li> <li>Global Mindset</li> <li>Tenacity</li> <li>Emotional Intelligence</li> <li>Life Balance</li> <li>Resilience to Stress</li> </ul>
<b>PA™</b> Accessing the leader's inner emotional world	<ul style="list-style-type: none"> <li>Individual instrument oriented around personality traits that are influential in organisational and personal relationships.</li> <li>Feedback is not anonymous and is often given by family members (partner, parents and children) and friends.</li> </ul>	<ul style="list-style-type: none"> <li>Supports a better understanding of interpersonal relationships, recurring conflict patterns and the meaning of one's actions and experiences.</li> <li>Insights on human motivations from the inside to understand what is happening on the outside.</li> <li>Helps leaders reflect on their own motivations and the way they relate to others both inside and outside the work environment.</li> <li>Highlights the differences between the ways leaders behave in private and in public.</li> </ul>	<b>Personality traits presented as polarities:</b> <ul style="list-style-type: none"> <li>Low/High Self-Esteem</li> <li>Vigilant/Trust</li> <li>Laissez-faire/Conscientious</li> <li>Self-Effacing/Assertive</li> <li>Introverted/Extroverted</li> <li>Low-Spirited/High-Spirited</li> <li>Prudent/Adventurous</li> </ul>
<b>ITI™</b> Identifying inner scripts and life anchors	Used by individual leaders to identify the anchors that drive their behaviour	<b>Helps leaders:</b> <ul style="list-style-type: none"> <li>Develop a lifestyle congruent with their values and belief systems.</li> <li>Understand what motivates them.</li> <li>Identify ways of getting what they want out of life.</li> <li>Reveal the thematic imagery in their unique inner theatre - the scripts - that determines how they interpret the world and, in turn, influence behaviour and actions.</li> </ul>	<ul style="list-style-type: none"> <li>Achievement</li> <li>Aesthetics</li> <li>Affiliation/Attachment</li> <li>Autonomy/Independence</li> <li>Care</li> <li>Exploration/Learning</li> <li>Food/Eating</li> <li>Health/Well-being</li> <li>Honour Integrity</li> <li>Lifestyle Quality Meaning</li> <li>Money</li> <li>Order</li> <li>Power</li> <li>Recognition</li> <li>Revenge</li> <li>Security</li> <li>Sensuality/Sexuality</li> <li>Spirituality</li> <li>Status/Rank</li> <li>Voice</li> </ul>
<b>LAQ™</b> Determining optimal roles for team members	<ul style="list-style-type: none"> <li>Identifies prominent leadership archetypes.</li> <li>Useful on the individual and/or team level.</li> </ul>	<ul style="list-style-type: none"> <li>Designed to match the leader's strengths and competencies to particular roles and challenges, and identify organisational situations in which particular leadership style(s) could be most effective.</li> <li>Helps leaders analyse themselves and those they work with and think about what it's like to work with people demonstrating certain dominant behaviours</li> </ul>	<b>Eight leadership archetypes:</b> <ul style="list-style-type: none"> <li>Strategist</li> <li>Change-catalyst</li> <li>Transactor</li> <li>Builder</li> <li>Innovator</li> <li>Processor</li> <li>Coach</li> <li>Communicator</li> </ul>
<b>OCA™</b> Measuring an organisation's culture and climate	<ul style="list-style-type: none"> <li>Assesses "cultural fits" in terms of people and strategies.</li> <li>Identifies values the organisation considers important and how these values are played out.</li> </ul>	<ul style="list-style-type: none"> <li>Assesses whether there is a need to change and a readiness for change.</li> <li>Identifies critical barriers to organisational effectiveness and performance.</li> <li>Helps achieve alignment by removing detrimental behaviours and embedding generative ones.</li> <li>Aligns values and behaviours to strategy.</li> <li>Identifies new values needed in the future to ensure organisational viability.</li> </ul>	<ul style="list-style-type: none"> <li>Competitiveness</li> <li>Social Responsibility</li> <li>Client (Stakeholder) Orientation</li> <li>Change Orientation</li> <li>Teamwork</li> <li>Fun</li> <li>Trust</li> <li>Learning Environment</li> <li>Result Orientation</li> <li>Respect for the Individual</li> <li>Entrepreneurship &amp; Innovation</li> <li>Responsibility &amp; Accountability</li> </ul>