



Leadership & Personality Assessment Surveys

The four different Leadership and Personality Assessment Surveys are an important part of the Quinn Model for Guiding Transformation. These include a 360 Leadership Assessment and three self-survey instruments. These assessments should be undertaken near the commencement of your Guiding Transformation Program but can be sequenced in order to reduce confusion and gain maximum benefit. The set of Leadership and Personality Assessment Surveys can be repeated after the program has been in place for at least 12 months to compare results and assist with further goal-setting and leadership development.

In this document...

Overview	2
Self-Evaluation and 360 Assessments	2
1. MLQ360 Plus; Transformational Leadership	2
2. Change Readiness and Change Fitness Self-Assessment	2
3. The Pearson-Marr Archetype Indicator; PMAI Assessment	3
4. The Essential Enneagram; RHETI® 2.5	3

Overview

The assessments conducted prior to commencement will help establish base-line capabilities and learning needs. The selected tools lend themselves to guiding transformation and being repeated to determine progress.

The results of each of your four assessment surveys will be discussed in detail with you during your coaching sessions as part of the Guiding Transformation Program.

Self-Evaluation and 360 Assessments

The four Leadership and Personality Instruments are:

1. MLQ360 Plus; Transformational Leadership

This is a multi-source psychometric feedback tool that measures multifactorial leadership, including transactional and transformational leadership. It is based on the work of Bernard Bass and James MacGregor Burns. <https://www.mlqplus.com.au/mlq360/>

An additional document providing further detail about the assessment can be provided on request.

The Nomination Form for this assessment will be forwarded to the MLQPlus through Wendy Quinn Consulting.¹ It will be important that you request involvement from your Observers (up to 20) and keep in contact with them regarding the timelines and their completion.

It will be part of your responsibility that your Observers understand the requirements and the timeframes as well as keeping an eye out for the emailed links to the surveys in case they are redirected to junk email.

2. Change Readiness and Change Fitness Self-Assessment

The Guiding Transformation Program includes the Change Readiness online survey (IRVEY) developed by change fitness industry expert Dr Steve Barlow. Your details will be provided to Dr Barlow, who will set you up with access to the online Change Fitness survey (IRVEY) and then as required set up your access to the online ChangeGym resources.

<https://www.thechange gym.com/>

The change fitness assessment (IRVEY) measures your change fitness across seven domains of change readiness. These include Motivation, Agency, Belief, Vision, Insite, Balance and Values. The IRVEY is a psychometric test developed from the research work of Dr Steve Barlow. Dr Barlow has been supporting the development of the Guiding Transformation Professional Practice Pathway with UTAS so he is very familiar with the components of the transformational program. Your customised program might also include access to Dr Barlow's online change Gym program. This will be discussed with you following discussion

¹ Our contact for the MLQ Plus assessment is Mr Austin Chu; achu@mlqplus.com.au
M: (61) 423 041 792. Please Note: You and your nominees will be receiving survey links directly from MLQPlus so you should notify your participants to check for the emails incorrectly arriving in your Junk email. Please take responsibility for this as it will delay the process where this occurs.

of your IRVEY results.

3. The Pearson-Marr Archetype Indicator; PMAI Assessment

The PMAI is a psychometric self-assessment developed by Dr Carol S Pearson based on Carl Jung's original research on archetypal patterns. It utilises depth psychology, narrative approaches and neuroscience. Dr Pearson developed a theoretical framework involving 12 archetypal patterns that are important to leadership success in the complexity of the 21st Century. More information is available through the StoryWell Website.

<https://www.storywell.com>

This assessment will complement our exploration of Joseph Campbell's work on the narrative archetype: The Hero's Journey, and its relationship with your leadership journey.

You will receive a Link from the PMAI /StoryWell site inviting you to undertake the Survey. Please ensure that you check your email for spam results and advise me if you do not receive it. I will release the results, together with an expanded report, directly to you once they have been reviewed and prior to the coaching session where the results will be discussed.

4. The Essential Enneagram; RHETI® 2.5

The RHETI 2.5 is a simple, validated tool for individuals to identify their Enneagram personality type to use as a guide for self-understanding, personal, professional and psycho/social/ spiritual development and transformative work.

The Enneagram is a powerful and dynamic personality system that describes nine distinct and fundamentally different patterns of thinking, feeling, and acting. Based on Ennea (Greek for nine) and Gram (figure).

We will be utilising the RHETI® 2.5 through the Enneagram Institute Testing Centre. You will be provided with a Code and a Website Link to undertake the survey. Survey results, including an expanded report, will be released to you by me once they have been reviewed and discussed with you in a coaching session.²

² <https://www.amazon.com.au/Essential-Enneagram-Definitive-Personality-Self-Discovery/dp/0061713163>

Please ensure that you check your email for spam redirection and notify me if you don't receive the link.