

Development Tools



⊕ Development Compasses

Both research and professional experience strongly indicate that increasing a leader's self-awareness - deeply understanding his/her professional strengths and limitations - impacts performance in a very positive way. While individual, face-to-face coaching is often credited with helping current and emerging leaders develop the critical leadership skills needed for success, it's not always feasible or even practical given the demands on people today. In addition, we know that with access to right tools, resources, and approach, development is not limited by your access to qualified coaching resources.

Development Compass® Dimensions

Abstract Reasoning- the aptitude of the candidate to generate innovative ideas, grasp complexities and perceive relationships among problems or opportunities.

Openness- the likelihood that the candidate is oriented toward new experiences/change and creative thought.

Conscientiousness- the likelihood that the candidate is controlled in developing realistic plans and action steps, and follows through on assignments.

Extroversion- a measure of how likely a candidate is to initiate and maintain relationships with co-workers/teammates.

Agreeableness- the degree to which a candidate is responsive and accommodating to situations and others.

Emotional Resilience- the degree to which a candidate feels able to effectively manage stress and pressure, and their ability to bounce back from disappointment.

Development Compass® Advantages

Job Specific- Leveraging the reams of cognitive and personality data we've collected across multiple industries, our Development Compasses are designed to deliver the right insights and guidance to meet the needs of your people.

Key Insights- TAG's Development Compasses help current and emerging leaders recognize how their approach to problem-solving, approach to peers, and approach to their roles impacts their job performance and career success.

Resources- Through our experience in business and specifically, helping people achieve success in business, we provide guidance and resources to

Performance Improvement Plans- While gaining greater awareness of one's strengths and limitations is critical for personal development, the task of adapting important behaviors and building new skills requires intentional and focused effort.

The lens through which each of the dimensions are reported is based on the context of the job for which the candidate is being considered.

Development Compass® Dimensions	Cognitive						Personality													
	Abstract Reasoning	Strategic Thinking	Flexible Thinking	Intuition	Creativity	Systems Thinking	Drive	Teamwork	Accountability	Resilience	Practicality	Dominance	Enthusiasm	Confidence	Independence	Rule Orientation	Emotion	Work ethic	Trust	Open-mindedness
General	●	●	●	●			●	●	●	●	●	●	●	●	●	●	●	●	●	●
Doer-to-Leader	●	●	●	●			●	●	●	●	●	●	●	●	●	●	●	●	●	●
Leader	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●
Sales	●	●	●	●			●	●	●	●	●	●	●	●	●	●	●	●	●	●
Safety	●						●	●	●	●	●	●	●	●	●	●	●	●	●	●
College-to-Career	●				●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●

Additional dimensions can be included based on client specific criteria.

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⊕ 360° Feedback Compasses

The purpose of the 360° Feedback Compasses are to assist people in understanding their strengths and development opportunities as they relate to their personal and professional growth as a team member.

360° Feedback Compasses provide important insights and perspectives from those who have direct knowledge and experience with the individual going through the 360° process. By gaining clarity with respect to what we do well, what we don't do well, and how we impact others can accelerate the growth and development process.

360° Feedback Compass® Competencies

Executive Leadership- focused on the individual's performance as it relates to leading an organization: Vision, Strategy, Business Decisions, Communication, and Influence.

Leading Team- focused on the individual's performance as it relates to leading a team: Communication, Decision Making, Influence, Collaboration, Relationship Building, Accountability, and People Development.

Leading Self- focused on the individual's performance as it relates to their job performance: Relationship Building, Accountability, Quality, Results, and Safety.

Coaching- focused on the leader's performance, specifically as it relates to their skill in coaching others.

Safety- focused on the individual's performance as it relates to safety.

Custom 360° Feedback Compasses

Whether working with one of our team members or on your own through our client access portal, we offer you the ability to design your own 360° Feedback Compass. We provide a menu of competencies to choose from or you can create your own.

Interpersonal- assertiveness, conflict management, diplomacy, relationship building, sensitivity, team player.

Communication- active communication, informal communication, listening skills, presentation and writing skills.

Management- coaching, delegation, financial acumen, organizing and planning, team management. I have Execution competencies as a subset of Management competencies.

Leadership- influencing, leadership identification, mission focus, strategic thinking, visioning.

Conceptual/Thinking- thinking, creativity, learning agility, problem solving, decision making, objectivity.

Personal- adaptability, composure, energy, high standards, initiative/drive, integrity, positive impact, results orientation.

Business context- customer orientation, global skills, industry knowledge, organization knowledge, technical expertise.

