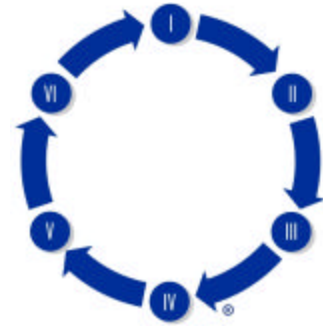




**PERFORMANCE
PROGRAMS INC.**
assessment, awareness, action



Technical Professional

APPLICATION

Staff development

AUDIENCE

Non-supervisory staff
or the technical or
professional leader

RESPONDENTS

Self
Manager
Peers
Internal Clients

QUESTIONS

48 questions,
3 open-ended

TECHNICAL PROFESSIONAL (TPS)

provides feedback on skills essential for success as a technical/professional contributor. High performance on these competencies identifies an employee who effectively uses their expertise and experience in their role. Technical/professional contributors are considered to be specialists with in-depth knowledge in their field. These individuals model quality performance and consistently make significant contributions. The TPS measures how well these individuals utilize their unique skill set to impact the organization.

THE TPS TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

Task Cycle® Phases:

I. GOAL ORIENTATION

Setting appropriate and challenging goals, and providing original ideas.

II. PLANNING AND PROBLEM SOLVING

Planning work effectively, finding solutions to complex problems, and utilizing specialized knowledge and expertise.

III. TEAM LEADERSHIP

Working productively with others, while helping to resolve differences within the group.

IV. FEEDBACK

Being open to feedback, and using it to improve.

V. DRIVING TOWARD RESULTS

Demonstrating enthusiasm, and maintaining composure, while balancing competition and cooperation.

VI. RECOGNITION OF OTHERS

Acknowledging the contributions of others.

PERSONAL IMPACT

Personal Values and Personal Effectiveness are leveraged through the mastery of Task Cycle phases.

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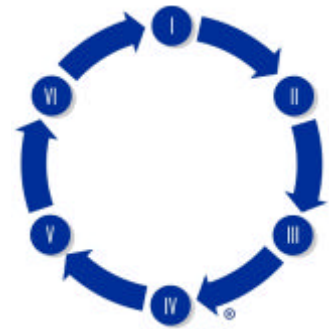
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**PERFORMANCE
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assessment, awareness, action



Aspiring to Leadership

APPLICATION

Employee development,
succession planning

AUDIENCE

Individual contributors
with management
potential

RESPONDENTS

Self
Manager
Peers

QUESTIONS

47 questions,
3 open-ended

ASPIRING TO LEADERSHIP (ATL)

provides feedback on skills that are essential for future managerial success. High performance on these competencies identifies an employee who is prepared to make the transition from individual contributor to a formalized leadership role. Not only does this individual excel in their role, but they voluntarily go beyond the scope of the job. Amongst peers, they are often viewed as a role model. The ATL measures leadership potential of these exceptional individual contributors.

THE ATL TASK CYCLE®

The Task Cycle, the architecture for all of our assessments, is a validated model of successful management and leadership practices for each organizational role. It is presented as an organized sequence of behaviors, with each phase contributing to achieving the final goal. Its intuitive logic about where to find leverage provides an easy transition from feedback to performance improvement.

Task Cycle® Phases:

I. GOALS

Understanding and meeting goals

II. INITIATIVE

Openly expressing ideas and making solid contributions.

III. TEAMWORK

Working productively with others, while valuing their differences.

IV. PERSONAL AWARENESS

Being open to feedback, and using it to improve.

V. SELF-CONTROL

Demonstrating close attention to detail and balancing competition and cooperation.

VI. RECOGNITION

Acknowledging the contributions of others.

PERSONAL IMPACT

Approachability, Dependability, Effectiveness/Outcomes and Leadership Promise are leveraged through the mastery of Task Cycle phases.

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