



Leadership Assessment Guide

Understanding the assessments that support leadership growth and development.

Evidence-based assessment tools used throughout the Leadership Accelerator™ experience to strengthen self-awareness, coaching effectiveness, and leadership impact.



Why Assessment Matters

THE FOUNDATION

Leadership development begins with awareness.

The most effective development experiences combine assessment, reflection, coaching, and application to create sustainable behavioral change.

Assessments provide objective insight into leadership strengths, derailment risks, emotional intelligence, conflict tendencies, and stakeholder perceptions.

These insights become the foundation for individualized development planning and coaching.

THE PATHWAY

- **Assessment**

Objective measurement of leadership capability across multiple dimensions.

- **Awareness**

Deep understanding of strengths, risks, and developmental opportunities.

- **Insight**

Meaningful interpretation through expert coaching and debriefing.

- **Coaching**

Targeted development aligned to individual goals and organizational context.

- **Behavior Change → Leadership Impact**

Sustainable shifts in leadership practice, effectiveness, and measurable outcomes.



Hogan Leadership Forecast Series

Provides insight into leadership strengths, potential risks under pressure, and core values that influence behavior.

STRENGTHS

O1

Day-to-day leadership strengths and workplace behavior patterns that drive success.

RISKS

O2

Leadership derailers that may emerge under pressure and unintentionally limit effectiveness.

VALUES

O3

Core values and motivations that shape leadership culture, decisions, and team dynamics.

WHY IT MATTERS

Helps leaders understand both what drives success and what may unintentionally limit effectiveness.



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EQ-i 2.0 Emotional Intelligence Assessment

Measures emotional intelligence competencies that influence leadership effectiveness and workplace relationships.

O1

Self-Perception

Understanding one's own emotions, self-regard, and personal strengths that form the foundation of emotional intelligence.

O2

Self-Expression

Effectively communicating emotions, asserting oneself constructively, and maintaining independence in decision-making.

O3

Interpersonal

Building and maintaining meaningful relationships through empathy, social responsibility, and trust.

O4

Decision-Making & Stress

Problem-solving under pressure, impulse control, reality testing, flexibility, and stress tolerance in leadership contexts.

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Conflict Styles and Collaboration

Provides insight into how leaders approach conflict and difficult conversations.

01

COMPETING

Assertive, uncooperative.
Pursuing your own concerns at the other person's expense.

02

COLLABORATING

Assertive, cooperative. Working together to find a solution that fully satisfies both parties.

03

COMPROMISING

Moderate assertiveness and cooperativeness. Finding a mutually acceptable middle ground.

04

AVOIDING

Unassertive, uncooperative.
Sidestepping or postponing the conflict entirely.

05

ACCOMMODATING

Unassertive, cooperative.
Neglecting your own concerns to satisfy the other person's needs.

WHY IT MATTERS

Conflict is not inherently negative. Understanding conflict preferences improves collaboration, communication, and decision quality.

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Stakeholder Feedback and Leadership Impact

Provides direct insight into how leadership behaviors are experienced by others.

THE APPROACH

Abloom utilizes customized 360 feedback processes aligned to organizational leadership expectations and development objectives.

FEEDBACK SOURCES



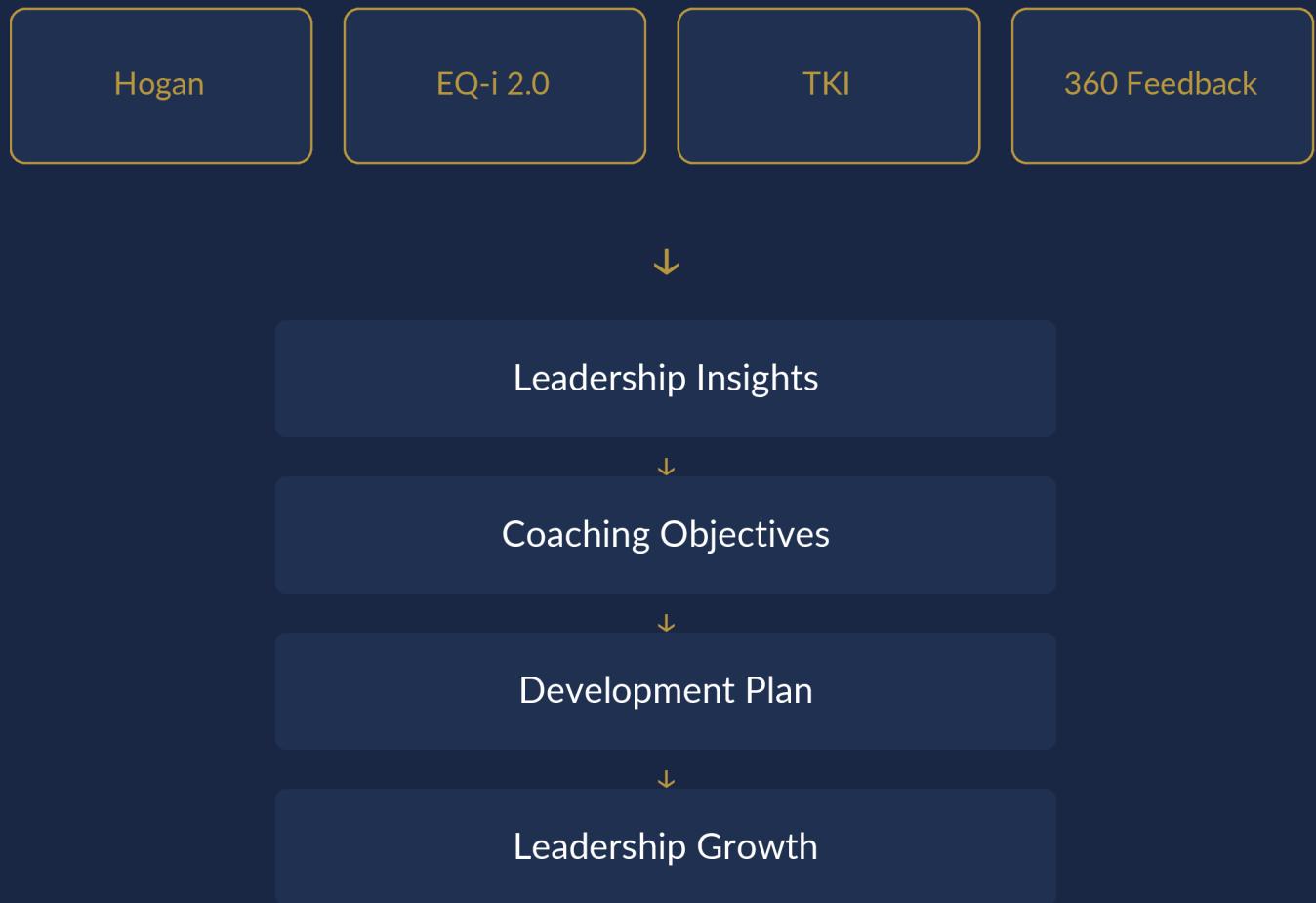
WHY IT MATTERS

Leadership effectiveness is ultimately measured through impact on others. 360 feedback reveals patterns invisible to self-assessment alone, creating a foundation for targeted, high-impact development.



How Assessments Work Together

No single assessment provides a complete picture. The Leadership Accelerator™ integrates multiple sources of insight to create a comprehensive understanding of leadership effectiveness.



Assessment + Coaching + Application

Many organizations administer assessments without creating meaningful behavior change.

Abloom integrates assessment insights into executive coaching, cohort learning, reflection, and leadership application.

This creates a practical pathway from awareness to action.

DEVELOPMENTAL METHODOLOGIES

The DEEPEN Method™

A structured developmental methodology that guides leaders through deepening self-awareness, expanding perspective, and embedding new behaviors into daily practice.

The IDENTITY Framework™

A leadership identity development framework that supports leaders in clarifying who they are becoming as leaders and aligning behavior with intention.

These methodologies are woven throughout the coaching and development experience — not administered as standalone assessments.



Turning Insight Into Action

Assessment data becomes most valuable when paired with intentional development. Leadership Accelerator™ combines assessment, coaching, and leadership development experiences to help leaders translate insight into measurable impact.

Schedule a Strategy Conversation

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