

Clarity's Suite of Assessments



Executive Coaching / Individual Assessments

CCL – Benchmark® 360 for Managers

What it is: A rigorous 360° feedback tool developed by the Center for Creative Leadership, providing multirater insights into leadership behavior and impact.

Use case: Ideal for executive coaching, highpotential programs, and succession planning.

Clarity application: We facilitate interpretation with a certified coach, create development goals, and embed feedback into leadership accountability and coaching cycles.

Gallup – CliftonStrengths for Managers

What it is: A strengthsbased discovery assessment that helps leaders identify and apply their top talents in a managerial context.

Use case: Powerful in leadership development, team cohesion, engagement, and role alignment.

Clarity application: We pair strengths insights with development plans, team integration sessions, and strategy formulation grounded in what leaders do best.

Harrison – Paradox Profile

What it is: A diagnostic tool that uncovers internal paradoxes—ways of working and decisionmaking that can be both strengths and derailers. Paradox theory is grounded in the idea that two seemingly contradictory traits can be brought together to create meaningful leadership strength. The Paradox report is paired with the Traits and Definitions Report – a comprehensive report

that rank orders key traits for you in the workplace and clarifies your ideal work environment.

Use case: Useful for coaches, executives, and teams wrestling with role ambiguity, stress risk, or unproductive patterns.

Clarity application: We interpret paradox profiles in coaching or team settings, helping clients surface blind spots and leverage adaptive flexibility.

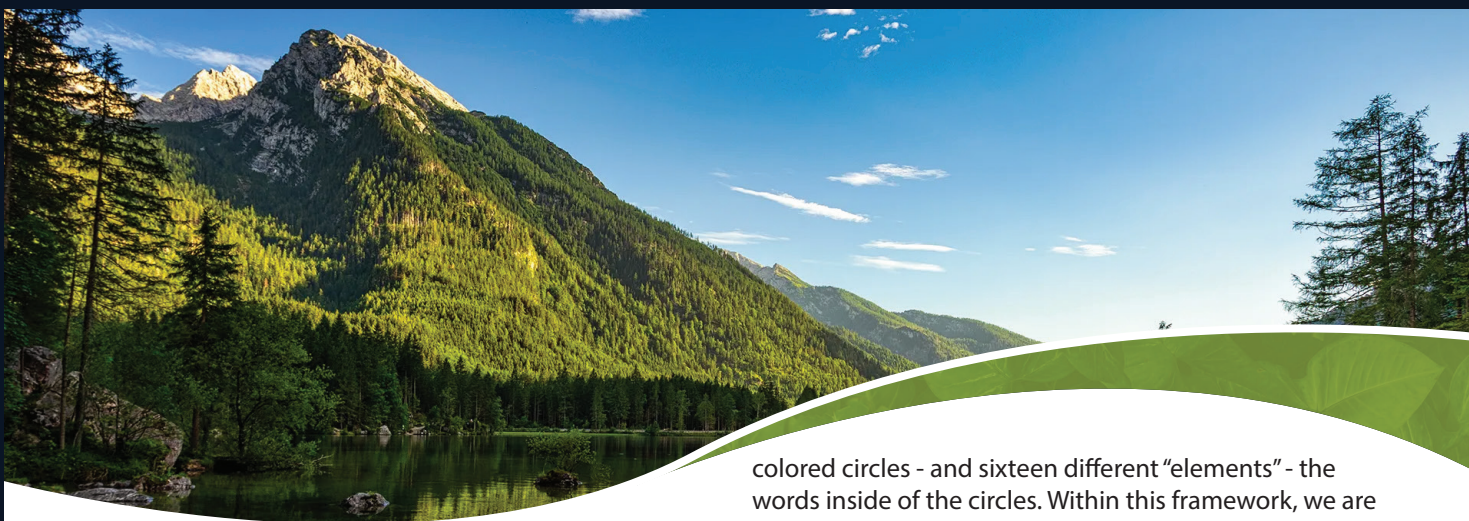
MBTI® Step II and TKI®

What they are:

- ➊ **MBTI Step II:** A deeper dive into personality preferences beyond the basic MBTI.
- ➋ **Thomas-Kilmann Conflict Mode Instrument (TKI):** Measures how individuals approach conflict.

Use case: These are ideal in leadership development, team effectiveness work, and conflict resolution scenarios.

Clarity application: We blend Step II and TKI profiles into coaching sessions and team workshops, developing personalized strategies for managing tensions and improving relational dynamics.



Organizational/Team level reports

Everything DiSC (Workplace & Manager) + Team Composite Report

What it is: A behaviorstyle profiling tool measuring individual preferences (Workplace DiSC) and managerial tendencies (Manager DiSC), plus an aggregated Team Composite to show the team's collective style patterns.

Use case: Useful in onboarding, leadership development, team planning, or culturealignment initiatives.

Clarity application: We use these profiles in group debriefs, manager coaching, and strategic workshops to build empathy, communication strategies, and tailored development plans.

TableGroup – Team Assessment Report

What it is: A structured assessment and workshop framework based on Patrick Lencioni's model found in the Five Dysfunctions of a Team. This report will identify areas of strength for the team and areas for improvement. The five domains are: trust, conflict, commitment, accountability and results.

Use case: Ideal for leadership teams, boards, or cross-functional groups who want to see quantitative results for their team's performance and get clear direction for how to strengthen their teaming. Teams can also take this assessment over time to understand their progress.

Clarity application: We pair the team selfassessment with facilitated workshops to identify areas for development, align on action plans, and track progress over time.

Team Elements

What it is: The Team Elements Framework is a way of thinking about our individual and collective experiences on teams. It's made up of four different "lenses" - the

colored circles - and sixteen different "elements" - the words inside of the circles. Within this framework, we are confident we can get your team to have the most important conversation about your biggest pressing needs as quickly as possible. The four lenses assess the quality of your team's conversation, relationship, outcomes and work.

Use case: Best used when forming new teams, during reshuffling, or when chronic misalignment undermines performance.

Clarity application: Delivered with team coaching or retreats, this tool helps teams clarify expectations, optimize role clarity, and strengthen collaboration practices.

Denison Report

What it is: The Denison Model is designed to measure the 12 essential cultural and leadership traits most closely linked to organizational performance. The model gathers meaningful employee input, enabling actionable insights into culture, leadership, and operational effectiveness. By linking these elements directly to operating performance, the Denison Model helps you drive tangible results.

Use Case: For teams and organizations that want to assess their culture against research-based and validated domains and get actionable recommendations for improvement.

Clarity Application: We use with teams and organizations that want a comprehensive assessment of their performance and the drivers that influence it. Often used when teams struggle with culture and/or achieving results.

TKI Team Report

What it is: An overview of conflict style dynamics across a team.

Use case: These are ideal in leadership development, team effectiveness work, and conflict resolution scenarios.

Clarity application: We blend Step II and TKI profiles into coaching sessions and team workshops, developing personalized strategies for managing tensions and improving relational dynamics.