

Leadership Readiness Assessment

The Promise of Integrated Leaders



Peter Koestenbaum has identified the “new economy pathology” as having impossible demands that generate an unprecedented form of stress... and the leader is supposed to enjoy it! In this New Era, the strengths and weaknesses of the leader’s private life flow into his/her public life. The blurring of lines between work and leisure increases the visibility of a leader’s character. The Leadership Readiness Assessment is designed to assess the readiness of leaders to lead in times of change and to provide a framework that poses a solution to the challenges of leading in the 21st Century. This begins with a realistic assessment of the basic questions about work and life.

People feel pressure to meet ever-higher objectives in all realms of work, wealth, and lifestyle -- and to thrive on that pressure in the process.

Philosopher Peter Koestenbaum, Inc. Magazine

This assessment tool enables leaders to examine the integration of **character** (who we are) and **competence** (what we do), and provides an organization with a realistic picture of how well equipped its leaders are to meet future challenges. The Leadership Readiness Assessment looks at three areas:

- **Head:** Cognitive framework; mental frameworks or intellectual assets (know-how).
- **Hands:** Skills; core competencies; skill set; abilities, experience.
- **Heart:** Passion; motivation; fire in the belly.

How it Works:

The assessment is administered to targeted leaders in an organization. An email link is sent to all participants and the assessment is completed on-line through a web browser. The aggregated results are analyzed for group results. The Leadership Readiness Assessment is not a clinical analysis of the psychological or psychiatric needs of any particular leader, and should always be viewed in the context of organizational change.

The results of the assessment and Consultation are used as the basis for writing a organization-level report evaluating the leadership team. A final Organizational-level Consultation follows to review results and create leadership development strategies.

Benefits of the Leadership Readiness Assessment:

- Comprehensive - An assessment of the entire leadership team.
- Insightful - The Leadership Readiness Assessment will reveal gaps and misalignment in the leadership team.
- Important - Organizations need leadership and a leadership team that is functioning properly.
- Integrated - The assessment embodies a framework for integrating the ‘whole of life’
- Easy to use - Because of its web based nature the assessment is easy to use and outside disruption to the organization kept to a minimum.

We invite you to take a sample on-line assessment at www.inst.net/assessments

