

Benchmarks[®]

Assessing the Lessons of Experience



Center for
Creative
Leadership[®]

What is Benchmarks?

Benchmarks is a comprehensive 360-degree assessment for middle-to upper-level managers that measures 16 competencies critical for success, as well as five possible career derailers. This in-depth analysis of observable behaviors provides managers with a solid assessment of their leadership competencies.

Benchmarks also helps managers identify what lessons may still need to be learned, establishes what specific work experiences need to be sought out in order to develop critical competencies, and identifies possible problems that may stall their career.

Results

- Shows how others perceive strengths and development needs
- Provides normative comparison of results with other successful managers
- Starts the process of feedback-based individual development

How to Use Benchmarks

- For individual assessment, coaching and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program

What Benchmarks Measures

Benchmarks measures the 16 competencies and five derailment factors, containing a total of 130 items.

Leading The Organization	Leading Others	Leading Yourself	Problems That Stall a Career
<ul style="list-style-type: none">• Strategic perspective• Being a quick study• Decisiveness• Change management	<ul style="list-style-type: none">• Leading employees• Confronting problem employees• Participative management• Building collaborative relationships• Compassion and sensitivity• Putting people at ease• Respect for differences	<ul style="list-style-type: none">• Taking initiative• Composure• Balance between personal and work life• Self-awareness• Career management	<ul style="list-style-type: none">• Problems with interpersonal relationships• Difficulty building and leading a team• Difficulty changing or adapting• Failure to meet business objectives• Too narrow a functional orientation

The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable and actionable results.

Special Features

- Based on research and how successful managers develop and why they stall
- Provides normative comparison of results with other successful managers as well as over 70 optional comparisons by sector, function or country
- Provides information on potential career derailers
- Includes a written comments section
- Group profiles available

Facilitator Certification

Because Benchmarks is a sophisticated assessment tool and effective facilitation is critical to its successful use, CCL requires that it be administered only by certified professionals. To learn about CCL's two-day Assessment Certification Workshop or how CCL can customize it for your organization, please visit www.ccl.org/acw or call us at +1 800 780 1031.

Facilitation Options

CCL can:

- Certify you and your staff to deliver feedback
- Certify your staff and also assist you in delivering feedback
- Deliver feedback to the participants in your organization

Pricing

\$330 per participant (quantity discounts available)
Pricing includes:

- All surveys
- Online status for administrators and participants
- Scoring of assessment
- Printed feedback report (two copies)
- Development Planning Guide (includes For Your Improvement™ Translator). To purchase the companion reference book, FYI For Your Improvement™, visit www.ccl.org/fyi.

In addition, group profiles are available for \$300 each

Effective for the Global Workplace

Benchmarks is available in the following languages:

- US English
- Dutch
- French
- German
- Latin American Spanish
- Russian
- Simplified Chinese
- Spanish
- UK English

Customized Services

To support and strengthen the impact of your Benchmarks initiative, we offer a range of services, including:

- Project planning and design
- Orientation briefing
- Competency mapping
- Facilitator certification training
- Feedback facilitation workshop
- Development planning workshop
- Group profile analysis
- Evaluation services

Product Support

All CCL Assessments are supported by our knowledgeable and accessible product specialists. If you need assistance defining objectives, selecting an assessment, training facilitators, administering and interpreting data or development planning, CCL has the resources to assure that your assessment initiative will be effective and efficient.



How to Order

To order Benchmarks or to learn more about how CCL can support you through the entire process, email info@ccl.org or call +1 800 780 1031.

www.ccl.org/benchmarks

