



ADVANCED INSIGHTS PROFILE

World class tools
and methodologies for
leading Consultants and Coaches



ADVANCED INSIGHTS

The Innermetrix ADVanced Insights Profile combines the best of three world-class profiles.

The Attribute Index measures how you think and make decisions, the Values Index measures your motivational style and drivers and the DISC Index measures your preferred behavioural style.

Together they answer the questions **WHAT?, WHY? and HOW?:**

- What natural talents do you have?
- Why are you motivated to use them?
- How do you prefer to use them?

Self-awareness and personal discovery are the keys to achieving peak performance in any role or endeavour. The combination of these three powerful assessment tools can enable an individual to discover transformational insight into their behaviour, their values and their personal motivators.



The ADVanced Insights profile is unique in that it:

- has the highest validity and reliability scores on the market today
- was the first attribute instrument to measure over seventy business related competencies
- uses a one-of-a-kind click and drag interface for significantly greater accuracy and ease-of-use
- contains the most current instrument items for increased accuracy and reliability

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ATTRIBUTE INDEX

World class tools
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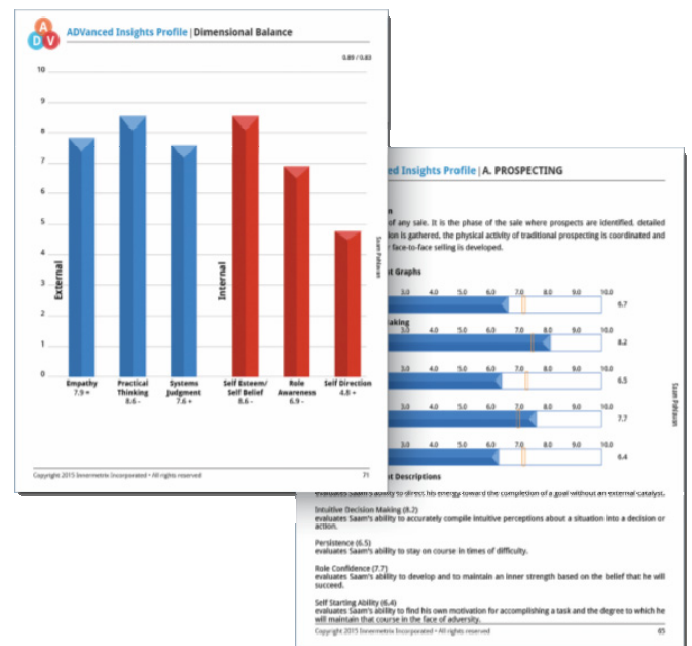


A ATTRIBUTE INDEX

The Attribute Index is a revolutionary profile for consultants to measure organizational skills and competencies and to increase individual and team efficiency and effectiveness.

- Created specifically for the business environment
- Qualifies individual abilities in over 77 business related capacities
- Measures an Individual's critical thinking and decision making
- Drives staff engagement, self awareness & personal development

The Attribute Index has been used by over 600,000 people in over 31 countries, the Attribute Index can help organisations in finding, developing and keeping the very best talent.



The Attribute Index profile is unique in that it:

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- measures critical thinking and decision making
- drives staff engagement, self awareness & personal development
- contains the most current instrument items for increased accuracy and reliability

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DISC INDEX

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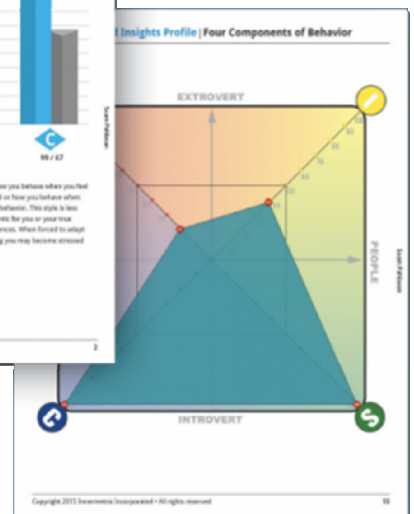
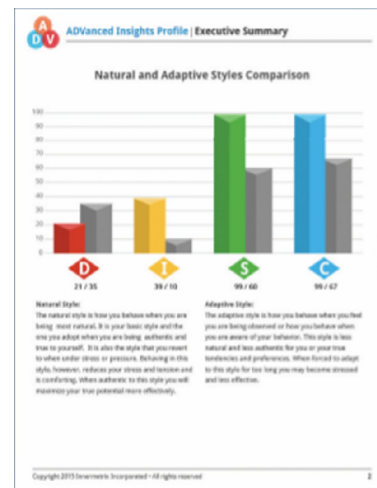


DISC INDEX

The DISC Index Profile is the most contemporary interpretation of Dr William Marston's ground-breaking work into how to understand and measure a person's natural behavioural style.

Understanding behavioural preferences can greatly increase the performance and efficiency of:

- Leadership
- Management
- Conflict resolution
- Recruitment & Retention
- Team Development
- Succession Planning



The DISC Index profile is unique in that it:

- has the highest validity and reliability scores on the market today
- was the first behavioural instrument to produce zero waste by ranking all words, not just half
- uses a one-of-a-kind click and drag interface for significantly greater accuracy and ease-of-use
- contains the most current instrument items for increased accuracy and reliability

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DISCPLUS

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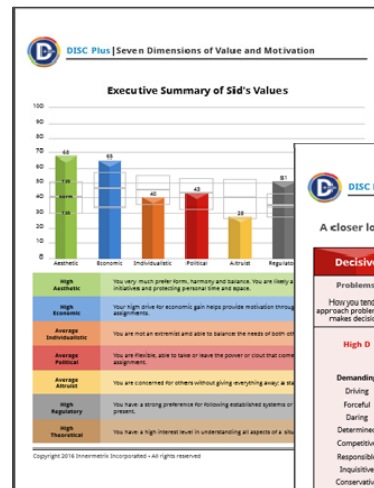


DISC PLUS

The DISC Plus Profile combines the best of two world class profiles. The DISC Index measures an individual's preferred Behavioural style and the Values Index measures their motivational style and drivers.

- DISC measures natural & adapted behavioural style
- Values measures motivational styles and drivers
- DISCPlus has been proven to deliver organisation wide increases in performance in the areas of Recruitment, Retention & Personal development
- Personal benefits include increased Self-Awareness & greater Authenticity of a person's talents

Designed with business users in mind, the DISC Index will help your business to understand **HOW** your employees prefer to get things done, and the Values Index will give you insight into **WHY** they were motivated to do them.



Decisive	Interactive	Stabilizing	Cautious
Problems: How you tend to approach problems and make decisions	People: How you tend to interact with others and share opinions	Paces: How you tend to pace things in your environment	Procedures: Your preference for established protocols/standards
High D	High I	High S	High C
Demanding Driving Forceful Daring Determined Competitive Responsible Inquisitive Conservative Mild Agreeable Unobtrusive	Gregarious Persuasive Imaginative Enthusiastic Social Poised Charming Convincing Reflective Matter-of-fact Withdrawn Aloof	Patient Predictable Passive Complacent Stable Consistent Steady Ongoing Relaxed Active Spontaneous Impetuous	Cautious Perfectionist Systematic Careful Analytical Orderly Neat Balanced Independent Reluctant Careless Defiant
Low D	Low I	Low S	Low C

The DISC and Values Index profile is unique in that it:

- has the highest validity and reliability scores on the market today
- was the first values instrument to measure seven different dimensions of behaviour
- uses a one-of-a-kind click and drag interface for significantly greater accuracy and ease-of-use
- contains the most current instrument items for increased accuracy and reliability.

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ORGANISATIONAL HEALTH CHECK

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ORGANISATIONAL HEALTH CHECK

The Organisational Health Check explores fifty five essential elements for optimal business performance.

The eleven core business dimensions that drive performance and profitability are:

- Personal** – How does the individual feel in the organisation?
- Employee Alignment** – Is everyone driving results and profitability?
- Personnel** – How effectively do your leaders lead?
- Team Effectiveness** – How strong are your teams?
- Leadership** – How trusted and inspiring is your leadership?
- Strategy & Planning** – How secure is your strategy?
- Customer Service** – How loyal are your customers?
- Sales & Marketing** – Does your pitch resonate & sell?
- Operations** – Do you run efficient and quality operations?
- Cultural** – How cohesive and beneficial is your culture?
- Management** – How effectively do you manage things?



The 11 Core Dimensions Of Operational Performance

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VALUES INDEX

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V VALUES INDEX

The Values Index Profile measures what really drives an individual, what their values are, as well as their beliefs and personal interests. The profile is used align an individuals values with organisational culture and company values and is fundamental in managing that person to achieve superior performance in their job.

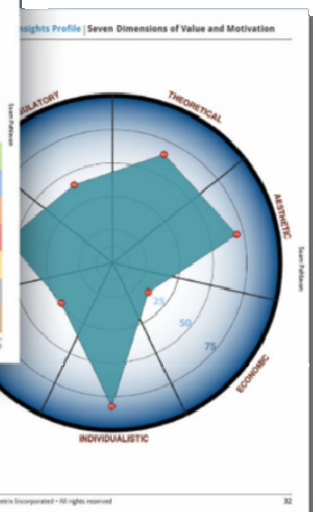
The Values Index measures the relative prominence of seven basic interests or motives in gaining fulfilment in the job:

**Aesthetic - Economic - Individualistic - Political
Altruistic - Regulatory - Theoretical**

The purpose of this instrument is to illuminate and amplify specific factors that motivate and develop a person in the working environment. It helps that person and their peers, build upon their strengths to enlarge the scope of their values by understanding themselves as well as the bigger picture.

The Values Index profile is unique in that it:

- has the highest validity and reliability scores on the market today
- was the first values instrument to measure seven different dimensions of behaviour
- uses a one-of-a-kind click and drag interface for significantly greater accuracy and ease-of-use
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