



ESTABLISHING A LANGUAGE OF VALUE

What Tool Best Suits Your Team?

CLIFTONSTRENGTHS (FORMALLY STRENGTHSFINDER)

Identify top strength themes for each team member, allowing each person to spend most of their energy developing and operating from their strengths (rather than managing their weaknesses). Leaders can map their team using SF's 4-quadrants of strengths.

<https://www.gallupstrengthscenter.com/>
\$15, or buy with book

ENNEAGRAM

Identify each team member's "Type" to understand key values, desires, fears, and strengths. Excellent for understanding how people make decisions and respond to stress, recognizing and short-circuiting unhealthy patterns, and pursuing growth toward healthier interaction. Teams can be mapped on the enneagram circle, or in centers or triads.

<https://www.enneagraminstitute.com/>
\$12

16PERSONALITIES (MYERS-BRIGGS)

Identify each team member's preferences in four separate areas to create a possible 16 types, giving language for expressing their differences, appreciating one another's contributions, and creating an environment in which each individual can thrive. Teams can be mapped using a 16-block grid, or on a spectrum for each pole.

<https://www.16personalities.com/>
Free

VAK ASSESSMENT

Identify each team member's primary and secondary learning style. Primarily used to improve communication, training, and marketing by considering additional communication routes.

<http://www.educationplanner.org/students/self-assessments/learning-styles.shtml>
Free

Visit <https://kimberlyandcoach.com>



Notes

What is the Best Tool for My Team?

Some Rank-The-Assessment Goodness to Help You Decide

How well does my team communicate?

We have a lot of Miscommunication

We communicate with Ease

VAK	MB	ENN, SF
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How much do team members trust each other?

Low Trust

High Trust

VAK	SF	MB	ENN
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Do we have a problem with negativity?

Lots of Negativity

Optimism & Benefit of the Doubt Abounds

SF	VAK	MB	ENN
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How long have we been together?

Brand-new Team

Well Established Team

VAK, SF	MB	ENN
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How relational is my team?

Professional Distance

Friendship Environment

VAK	SF	MB	ENN
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How often do we see each other in person?

Virtual Team

In-Person Team

VAK	MB	SF	ENN
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Is simplicity a priority?

Simple Tool

Complex Tool

VAK	SF	MB	ENN
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Is Cost a Factor?

Free

Willing to Invest

VAK/MB	ENN	SF
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