

blend

Associates Ltd



Psychometrics

WOMEN
OWNED



Psychometrics

*Unity is strength...
when there is teamwork
and collaboration
wonderful things
can be achieved*

Mattie Stepanek



Psychometrics

We offer a range of psychometric testing to include:

- PROPHET executive team profiling tool
- Oura Ring
- Resilience at Work Toolkit
- MBTI / TKI (conflict handling modes)
- Various 360s

MBTI helped me to understand my personal style as a thinker and communicator and how to use this knowledge to communicate better with others
Blend Survey

PROPHET
Predictive Role Profiling for
High-Performing Executive Teams



Blend Associates use psychometrics to enable a positive impact on how individuals manage change personally, and their ability to work as an effective team, lead others and contribute to the wider organisational development. Connect with us to find out more about psychometrics and which model best fits your needs.

MBTI as part of team coaching helped us as a new team to better understand each other

Blend Survey



PROPHET fills a need in executive team development. It shows different approaches and styles that people and businesses can have, which affects how they perform at work. Whether you are on-boarding a new executive team member, building your team or wanting to improve pivotal relationships in your top team PROPHET can assist you.



Individual Profile - The Foundation of our approach

This unique 15-minute questionnaire produces validated insights revealing self-awareness & productivity level. Designed for ease of use, it can be interpreted in standalone format, online on any device, anywhere.



Team Report - Revealing the team's hidden dynamics

Team leaders must optimise overall performance, individually & collectively. By consolidating individual profiles, the PROPHET Team Report reveals the team's dynamic, its members' relative strengths, & offers an insight led approach to collaboration.



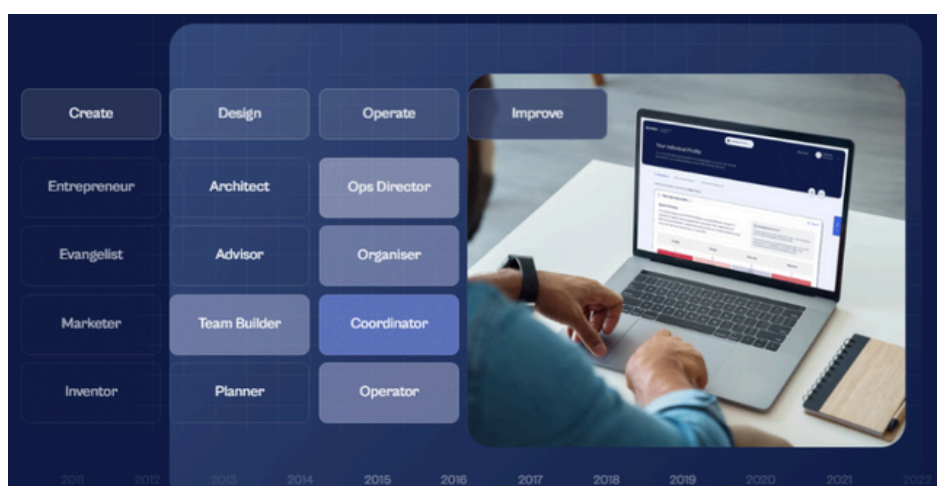
Pivotal Relationship Report - Harnessing the power of two-way collaboration

Through the cross-analysis of 2 people's profiles, this report reveals the similarities underpinning their relationship, & the difference they can exploit. The report is a powerful & proven support for relationship contracting or interpreting behavioural conflict.



Organisational Report - Supporting successful strategy implementation

The PROPHET profile repository allows certified users to create dynamic views of team or client combinations, tailored to the client's organisational design. It supports amalgamating thousands of profiles into a single report, including sub-teams, layers, silos, and changes in team composition for engaging & creative presentations.



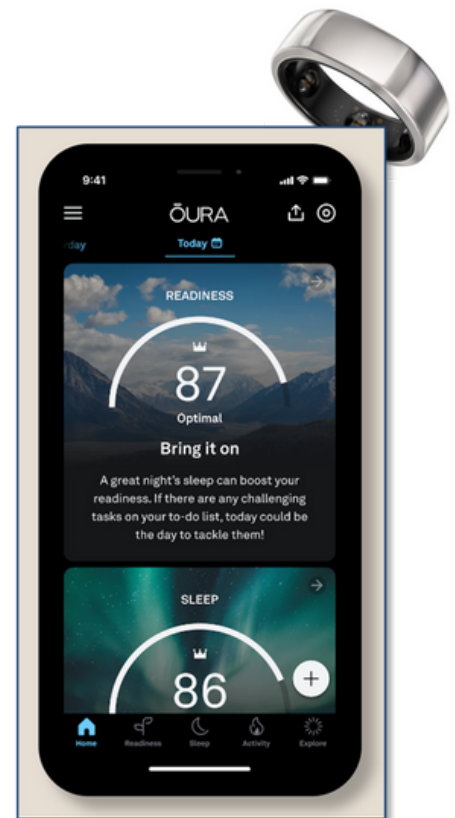
Data informed coaching through the Oura Ring

Introducing physiological intelligence into our coaching work creates deeper insight and broader perspectives for our clients.

The workplace and world are becoming increasingly uncertain and unpredictable leading to Executives who are often working harder rather than smarter. Resilience has become a core organisational attribute, with the lessons from sport becoming seen as increasingly relevant to the world of work. A need for senior leaders and executives to role model these attributes of PQ as well as the already expected IQ and EQ

How is it measured?

- Heart Rate Variability is the established gold standard for monitoring the human body system non-invasively.
- Through this, we can accurately measure the volume and patterns of Stress & Recovery 24 hours a day.
- The latest Oura 3 Ring provides accurate HRV data, which is comfortable to wear and delivers daily physiometric insights.
- The senior leader to self-reflect every morning, using provided reflection guide – helping link insight to current leadership challenges and opportunities.
- Oura over time also offers you your chronotype, daily stress and a weekly report



What are the benefits?

- Links PQ alongside IQ and EQ in relation to leadership challenges and desired behavioural shifts
- Helps achieve peak performance through managing fatigue, stress and recovery patterns
- Identifies the best time of day to undertake the most important pieces of work
- Raises awareness of sleep patterns and morning accumulated stress on our ability to be at our best

The Benefits of Using the R@W Toolkit

The Components of the R@W Toolkit

R@W Individual

A measure based on the Sustain 7 Model that assesses individual employee resilience.

R@W Team

A measure that assesses the group practices that promote team resilience. This builds on the R@W Individual Scale and can be used when there is an opportunity to work with the whole team. The R@W Team incorporates aspects traditionally known as essential for teamwork and also includes elements that have emerged as important in challenging work environments. The premise is that teams can still create a sub-culture that contributes to resilience.

R@W Leader

A measure that assesses the leader behaviours that support and foster resilience in employees and teams. This can be used as a stand-alone measure in coaching and leadership development or together with the other scales.

There are two R@W Leader assessments, including a self-assessment (R@W Leader) and a 180-degree assessment (R@W Leader-180) that is completed by the leader and their team.

Who can use R@W

The R@W Toolkit is suitable for all occupations, up to Board level and is being used for:

- » Professional, leadership and team development
- » Coaching
- » Organisational resilience interventions
- » Applied and theoretical research globally.

The Benefits of Working With Blend to use this toolkit

Blend have coaches who are accredited to use the toolkit and are members of the accredited R@W Community so when working with Blend, you will have access to:

» *The only empirically researched systemic approach to resilience-building at work.*

- » A set of resilience measures that assess and inform personal, team and leadership actions for sustainable wellbeing and performance in challenging work.
- » Measures that are supported by a solid research base. There are more than 120 international academic studies integrating aspects of the Toolkit.
- » A wide range of supporting resources including 1:1 and team coaching, facilitated workshops and OD interventions.
- » A Toolkit that is flexible and able to be scaled from the individual to team to organisational interventions.
- » Easy to use survey platforms.
- » A Toolkit that is highly practical with proven applicability to any occupation at any level.

Outcomes





LEADERSHIP
CIRCLE



The Leadership Circle Profile™ evolves the consciousness of the leader to respond to complexity

What are the benefits to individuals, teams and organisations?

The Leadership Circle Profile™ (LCP) is the only 360° leadership assessment tool to uncover underlying habits for transformational change: it tracks and measures:

The Collective Leadership Assessment™ (CLA) delivers a powerful litmus test of collective leadership effectiveness for teams or entire organisations. The CLA is a comprehensive view of where employees view current collective leadership effectiveness compared to the desired collective effectiveness. The CLA will:

1

Core behavior patterns

1

Establish a compelling rationale for change.

2

Underlying beliefs

2

Focus leadership development efforts.

3

Established assumptions

3

Delineate cultural challenges associated with acquisitions, mergers, and restructuring plans.

4

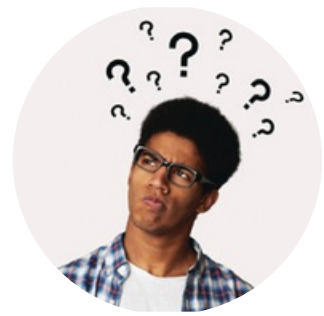
Habits of thought

4

Correlate leadership to productivity, profits, turnover, and other bottom-line metrics

Leadership Circle assessments are best-in-class tools that empower leaders with clear cut insights into their leadership strengths and development opportunities. Driven by an exhaustive database of over 4 million assessments, the Leadership Circle Profile™ 360° assessment is a data-driven model for leadership development, trusted by the most influential companies in the world.

Myers–Briggs Type Indicator



Thomas-Kilmann Conflict Mode Instrument



With the Thomas-Kilmann Conflict Mode Instrument (TKI®), you can manage conflict and keep morale high. The TKI tool explores five modes or 'styles' for handling conflict: avoiding, accommodating, compromising, competing and collaborating.

It helps your employees to learn:

- Their default approach to conflict
- How to use other approaches to conflict
- How to identify the best approach for a given situation

Competing interests and different communication styles can easily lead to conflict in the workplace.

The TKI instrument offers fast, flexible solutions.

Benefits:

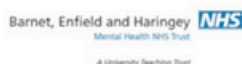
- Gives you flexibility to handle situations productively
- Improves morale for individuals and teams
- Fast and accessible

Use the assessment for:

- Conflict
- Leadership
- Communication
- Team development
- Stress



Our clients



Contact us

If you would like to get in touch with us to discuss any of the offers in our brochure, please contact us.



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