

---

## Team Building

Crowell Consulting and Strategize IT Consulting provide strategic learning and development solutions designed to transform teams for individual and business success. Using online behavioral profiles, interviews, coaching and training, we seek first to understand your team dynamics and then partner with you to recommend a customized solution that builds on the strength of your people.

### StrengthsFinders

The StrengthsFinder assessment is designed to uncover certain key talents -- patterns of thought, feeling, and behavior that can be productively applied. These patterns are categorized into 34 broad themes -- such as Achiever, Ideation, and Relator -- and those themes indicate and predict one's innate and unique talents. Those talents, when multiplied by the investment of time spent practicing, developing skills, and building knowledge, can become strengths.

### Myers Briggs

The Myers-Briggs Type Indicator® (MBTI) personality inventory is designed to make the theory of psychological types described by C. G. Jung understandable and useful in people's lives. By understanding the differences, individuals are able to understand and appreciate differences between people. As all types are equal, there is no best type.

### DiSC

DiSC® is the original, oldest, most validated, reliable, personal assessment used by over 50 million others to improve lives, interpersonal relationships, work productivity, teamwork, and communication. Based on the 1928 work of psychologist William Moulton Marston, the DISC Personal Profile System is personality behavioral testing profiling using a four dimensional model of normal behavior in an assessment, inventory, and survey format.

### Time Mastery

The Time Mastery Time Management Profile is a complete assessment test tool that helps individuals set priorities and manage time more effectively by evaluating 12 critical areas: Attitudes, goals, priorities, analyzing, planning, scheduling, interruptions, meetings, written communication, delegation, procrastination, and team time.

---

### **Personal Listening**

The Listening Profile is a 60 item online assessment to describe and improve listening skills. It is a learning tool that helps individuals identify and understand which of the five listening approaches they use to experience, process, organize, store, and retrieve information: Appreciative, Empathic, Comprehensive, Discerning, and Evaluative.

### **Team Dimensions**

Team Dimensions describes a person's: 1) Personal Approach in thinking and behavior in the team process; 2) Primary Role in the team process; and 3) Personal Profile Talents Pattern on the team. Used in team development, team building, resolution of team problems, and building collaboration and cooperation on teams.

### **Coping & Stress**

Stress, coping resources, and life satisfaction are closely related. The Coping and Stress Profile specifically looks at Personal, Work, Couple, and Family and how to use key relationship coping resources. Focus is given to: Coping Resources, Personal and Work Problem Solving, Personal and Work Communication, Developing Communication, Personal and Work Closeness, Personal and Work Flexibility and Developing Flexibility.

### **Work Expectations**

The Work Expectations Profile Online Report is a 30-page analysis that provides a framework to explore ten critical work expectations that impact today's employment relationships: Recognition, Autonomy, Expression, Career Growth, Diversity, Teamwork, Structure, Environment, Balance, and Stability.

### **Discovering Diversity**

The Discovering Diversity Profile provides a 20-page Diversity Assessment Report that allows individuals to explore their own viewpoints on workforce diversity in four key areas: Knowledge, Understanding, Acceptance, and Behavior. The profile also has an expanded personalized Diversity Comfort Level Grid with specific scores in the areas of Stereotypes, Information, Awareness, Empathy, Receptiveness, Respect, Self-Awareness, and Interpersonal Skills.