

2018 TALENT PORTFOLIO



PEOPLE, TEAMS, ORGANIZATIONS

MHS TALENT

THE PROFESSIONAL'S CHOICE



More Inside 

Quick Reference

Product Overview Definitions

Number of Items

The number of items the assessment tool contains.

Administration Type

The mode in which the assessment tool is completed (e.g., Self-Report or Multirater for 360°).

Administration Time

The length of time required to administer the assessment tool.

Translations

Indicates whether a translated version of the assessment tool is available. Please contact MHS to ask about translation options.

Qualification Level

The minimum level of qualification needed to purchase and use the assessment tool. See page 19 for details.

Format(s)

The administration and scoring options available for the assessment (i.e., handscored, online, software, workshop, or simulation).

Complementary Assessments

Other products from MHS that work well with or are related to the assessment.

Reports

Some of our assessments feature both Coach and Client reports that can be customized according to the individuals user's needs. They are designed with clear instructions, interpretation guidelines and results-driven content for both you and your client.

- **Personal Reports**
Provides information about a single administration, presented numerically and graphically, including the individual's scores, how they compare to others, and which scales and subscales are elevated.
- **Workplace Reports**
A report used when assessing anyone within the workplace and provides in-depth analysis.
- **Leadership Reports**
A self report when assessing leaders within an organization.
- **Team/Group Reports**
Enables discussion around team-level implications. Used when an organization wishes to work on team-level strategies.
- **360° Feedback Reports**
Empowers leaders and managers to master their own development by providing information that they need to be more successful. The result is a powerful 360° feedback assessment that focuses on the most critical developmental goals while delivering tremendous return on your training budget.
- **Higher Education Reports**
Provides a framework for understanding a student's emotional intelligence skills in order to foster academic and life success.

Icon Legend

Look for these icons throughout the catalog and use them to identify product information quickly and easily.



Table of Contents

5	Organizational Development (OD) Solutions	24	Decision Style Profile
10	EQ-i 2.0	25	Discovery Leadership Profile
12	EQ360	25	Emerging Leader Profile
13	Emotionally Effective Leader Workshop	26	Paper Planes Inc.
13	EQ-lizer	27	Paper Scrapers
13	Image Insights	27	Edgework
14	Mayer-Salovey-Caruso Emotional Intelligence Test	28	PressTime
15	Pearman Personality Integrator	28	The Acquisition
17	Entrepreneur Edge	29	The Exchange
18	Risk Type Compass	29	The Attentional and Interpersonal Style Inventory
21	Change Style Indicator	31	Sales AP
22	Change Navigator	31	Customer Service AP
22	Change Readiness Gauge	34	Books
23	Influence Style Indicator		



Letter from the Founder & CEO

Welcome to our new and expanded Talent Portfolio. It's hard to believe how much MHS has grown since we started it 34 years ago. We evolved from automating psychological tests (for the new state-of-the-art Apple II computers) in our basement to the multifaceted global organization we are today. Research suggests 50% of new companies don't last more than 5 years. With that in mind, we are truly grateful to all of our clients who have supported us over the years and encouraged us to expand our product and service offerings as demands have evolved.

With the continued mentality of change and innovation in the MHS culture, we have worked diligently to expand our digital content. This includes articles written by our partners, interviews with top tier media about MHS, and videos showcasing MHS,

our partners, and our products. Our goal is to continue to expand online content to provide a vast array of resources for our clients and partners.

MHS is now a full suite global company with partners around the world. We have long been involved in clinical and public safety assessments that focus on predicting and enhancing human behavior, while our emotional intelligence products opened the door for us in the organizational talent space. With the integration of the DLI product line, we have expanded into a broader, but closely related range of products and services for coaching and development of talent. Our measures of change, influence, and decision making are used at some of the world's most progressive and fastest growing companies.

Additionally, we have added the Emotionally Effective Leader Workshop that equips facilitators to run interactive one-day sessions, all in a digital format. Leaders can focus on their strengths and areas of improvement in an engaging workshop that focuses on how emotional intelligence is important for effective leadership.

As a result of numerous requests and as the importance of leadership development is better recognized, we created a dedicated Organizational Development (OD) Solutions Group. Along with engaging simulations that allow people to practice today's most important leadership skills, we can partner with you to develop learning strategies to support your leaders and build high performing teams with in-house programs. We can also help train your internal people

to continue these programs as part of your own customized leadership development program. You can use our expertise in emotional intelligence, change, influence, and decision making to build your own programs similar to those that we have helped build in some of the world's most dynamic organizations.

In closing, thank you for your constant support as we continue to grow, change and innovate. We look forward to the coming year and continued success.

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Reliable and Valid Tools



Not Reliable
Not Valid



Reliable
Not Valid



Both Reliable
and Valid

For more than 30 years, MHS Assessments has provided clients with leading, scientifically validated tools

Reliability and validity are important concepts to evaluate when selecting an assessment to use in your business. The reliability of an assessment is often referred to as its consistency. That is, how consistent it is at measuring what it aims to measure. Validity ensures the accuracy and usefulness of an assessment. While both reliability and validity matter greatly from a scientific and statistical perspective, understanding how this translates into practical terms is crucial in order to effectively integrate tools into your business.

MHS Worldwide



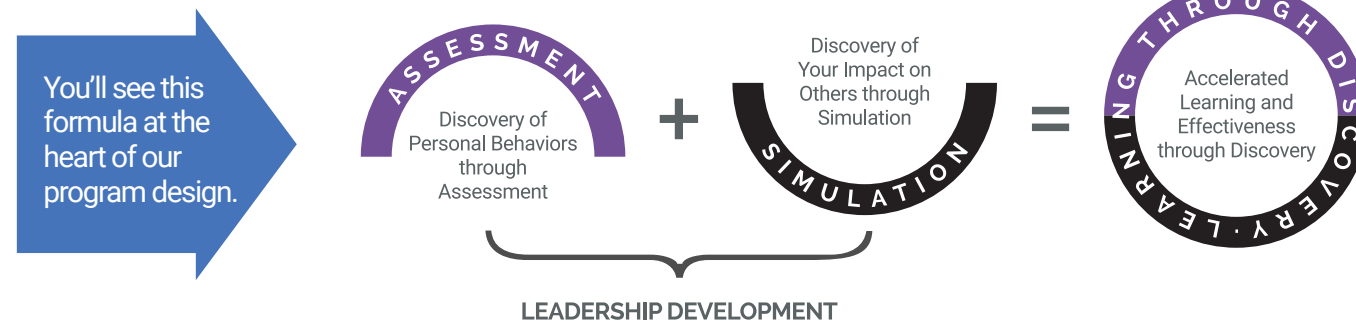
As an international company, MHS' leading line of Talent assessments and simulations can be found measuring and managing talent in organizations throughout the globe. With distributors across the world and assessments translated in a variety of languages, organizations worldwide can access MHS' vast range of tools for use in coaching, organizations and leadership development, selection, and succession planning.

For translations available for MHS tools, see product pages for more.



You Have The Right People. Now What...?

Arm them with the right tools to accelerate personal and organizational growth.
Our training toolkit offers programs infused with self-discovery in a feedback-rich environment.



Who we are

The OD Solutions Team partner with organizations to develop and execute learning strategies to support leaders to create and develop high performing teams.

Leadership development challenges occur in many industries and across leadership levels. Our aim is to deliver a learning experience that is aligned to the mission, values, and desired capabilities required for an organization's success.

What we do

OD Solutions combines the science of assessments and simulations to deliver a customized program that is aligned to individual and organizational values. Whether the experience is virtual or face-to-face, for existing or newly formed teams, specifically designed programs engage learners and enable them to introduce actionable skills that will positively influence behavior and drive business results. Thus, providing opportunities that will maximize the strengths of employees and encourage communication and collaboration.

Delivery

Onsite Training | Virtual | Executive Coaching | Individual & Group Debriefs

Learning through instruction where participants discover and experience innovative methods that promote a deeper understanding of themselves and colleagues. Regardless of format, participants will discover and apply new skills through the unique combination of assessments and simulations.

Facilitation

Facilitator selection from a global network of passionate professionals

A team of passionate professionals who leverage years of experience to coach and guide people towards their highest potential.

Administration

Administer and coordinate assessments, individual and group results, and workshop materials

Let the OD Solutions professionals handle the assessment process. From inviting, to reporting, to scheduling of individual and group results, and the delivery of the workshops, the OD Team will do the heavy lifting.

Program Design & Customization

Learning Needs Analysis | Discovery Interviews | Focus Groups | Custom Training Design

From 2 hours to 2 days, the OD Solutions team builds custom programs based on the needs of the organization.

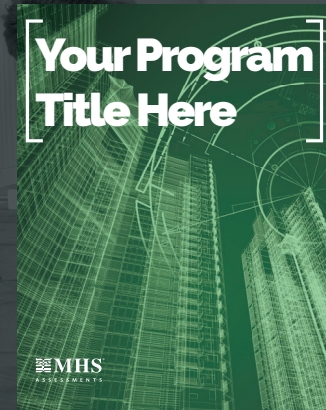
Assessments & Simulations

A library of scientifically validated assessments in leadership, emotional intelligence, change, influence, personality, and collaboration.



Working with you to provide custom training solutions

OD Solutions programs include assessments, personal debriefs, and simulations customized to fit an organization's timing and learning goals.



Incorporating reflections through debriefs, employees can build upon their learning and are readily equipped to transfer newly acquired knowledge to their jobs. An example of the methodology in action is:

- 1) **Client Challenge:** influencing with little or no authority
- 2) **Client Ask:** a program that helps leaders understand how to influence others - up, down and across levels, how to work more effectively with others and understand the impact their influence has on others
- 3) **Custom Solution Example:**

Influence Style Indicator™
to assess the preferred style of influence, where their strengths, opportunities, and blind spots are; to help understand what they want from self and others



Paper Scrapers™
a simulation to apply the participant's assessment awareness with colleagues to further develop self and activate reinforcement

Data Analytics for Talent Assessment

Dig deeper into your assessment data to help inform:

- Selection decisions
- High potential programs
- Succession planning
- Training and Development content
- ROI

Our data analysts will work with your assessment and performance data to find relationships that you can trust. Contact us to get the conversation started on your own custom analysis.

Did you know?

With the right data you can use the **EQ-i 2.0™** to predict top performers in your organization - contact us to find out how!



A focused, **one** day program that highlights participant's capacity for managing and leading organizational change. By taking part in a simulation and change assessment, participants will experience real time change and practice new change skills and behaviors.

Ideal for teams/ organizations who are:

- In the midst of organizational change
- Planning to undergo change
- Going through a merger/ acquisition
- Looking to be more collaborative and break down barriers to team based change



This **two** day program centers the participant on the important role EI plays in their leadership success, and uses 360° feedback, and a simulation to drive home the message. Aimed at experienced and senior leaders who want to capitalize on their full leadership potential by shifting focus beyond cognitive skills to elevating emotional intelligence.

Ideal for leaders/teams who are:

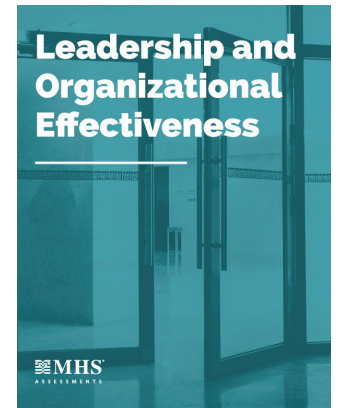
- Established leaders looking to enhance their leadership success
- Interested in taking a deeper dive into strategic leadership and problem solving skills
- Seeking feedback on their leadership skills



A **three** day, foundational leadership program that guides participants through assessments, simulations, and coaching to uncover their leadership strengths and challenges. Leaders of all levels will learn and practice a coaching framework that will enable them to cultivate high performing teams.

Ideal for leaders/teams who:

- Need to elevate their team effectiveness and drive
- Are new to leadership positions or looking to enhance their leadership effectiveness
- Have been identified as high potentials
- Are raising the performance bar for their team



This **four** day program is an intensive leadership journey that combines 360° feedback with self-assessments, a business simulation, and coaching. Designed to refine leadership skills, participants will have real time opportunities to test new skills and receive feedback on their performance.

Ideal for leaders/teams who:

- Need to enhance their leadership skills
- Are taking on increased people or management responsibilities
- Have been identified as high potentials

EQ-i 2.0®

Emotional Quotient Inventory 2.0®

Multi-Health Systems Inc. Based on the Bar-On EQ-i® model by Reuven Bar-On



EQ-i 2.0®

assess. predict. perform.

HOW CAN EMOTIONAL INTELLIGENCE (EI) HELP MY CLIENTS, TEAMS, AND ORGANIZATIONS?

The EQ-i 2.0® measures an individual's emotional intelligence. Science and professional feedback from the EQ-i® strengthened the direction of this second generation assessment. Now, it's a complete experience with a new and intuitive model, customizable reports, and an online platform for easy administration.

EQ-i 2.0 Model

Gain insight into a client's level of emotional intelligence (EI) using one total score, five composite scores and 15 specific subscale scores. Item level results are presented to fine tune the evaluation.

The EQ-i 2.0® Model



Copyright © 2011 Multi-Health Systems Inc. All rights reserved. Based on the original Bar-On EQ-i authored by Reuven Bar-On, copyright 1997.

Key Features:

- Generate a total EI score with five composite scores measuring distinct aspects of emotional and social functioning
- Gain a deeper understanding of how the results affect a participant's workplace performance (conflict resolution, change management, teamwork, decision making and more) with customized strategies based on individual results

- Make instant connections between subscales and help participants leverage EI strengths and improve EI weaknesses
- Use the Well-Being Indicator to measure participants level of happiness, resulting in additional developmental opportunities
- Reports are designed with clear instructions, interpretation guidelines and results-driven content setting participants up for success

Reports

Workplace Report

Focuses on the impact of emotional intelligence at work and offers suggestions for working with colleagues, supervisors, and clients in a variety of coaching, development and work settings. For recruiting, this report is useful when using scores to guide the selection of follow-up interview questions, and for identifying potential training and development needs.

Leadership Report

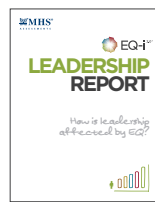
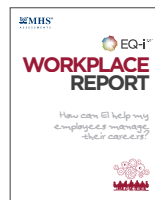
Examines EQ-i 2.0 results through four key dimensions of leadership: authenticity, coaching, insight, and innovation. As an option, compare client results against those of top leaders, creating a coaching benchmark for exceptional EI performance. The leadership report also contains insights on the leadership and organizational implications of client results, as well as strategies for development aimed to help clients reach their true leadership potential.

Group Report

Combines the scores of individuals in a manner that will allow for interpretations to be made at the group or team level. An overview of group results is presented to assist with identifying group strengths as well as the areas where the group as a whole is still in need of improvement. The organizational implications of a group's emotional intelligence score is presented and strategies for action are recommended to further develop the group's potential.

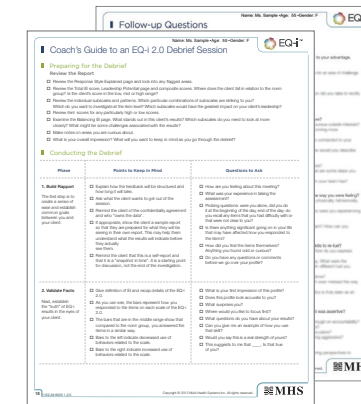
Higher Education Report

Delivers all of the helpful, scientifically-sound information that the EQ-i 2.0 offers in a format that is intended to optimize understanding, simplify administration, and ease the follow-up process for post-secondary school faculty, administrators, and counselors, and provide useful and helpful results for students. Featuring a Higher Education normative sample and designed to assist those working with students making the transition to post-secondary school, as well as for counselors who offer students ongoing guidance throughout their post-secondary career, this report helps students adjust and cope with the demands of student life.



THE CLIENT REPORT

Provides an introduction to the EQ-i 2.0 model and a detailed, personalized interpretation for each of the 15 subscales complete with strategies for action and a development plan.



THE COACH REPORT

Understand how results were derived, allowing for better interpretation, and enabling valuable client feedback. Coaches will be provided with follow up questions, item level responses, and a guide on how to conduct a debrief.

“The EQ-i 2.0 user's guide is impressive in its coverage of conceptual, practical (administration, scoring, interpretation, application to intervention), and technical aspects of the EQ-i 2.0.”

-James C. DiPerna, Test review of the Emotional Quotient Inventory 2.0 (EQ-i 2.0). From K.F. Geisner, J.F. Carlson and J.L. Jonson, (eds.), The Nineteenth Mental Measurements Yearbook [2014].

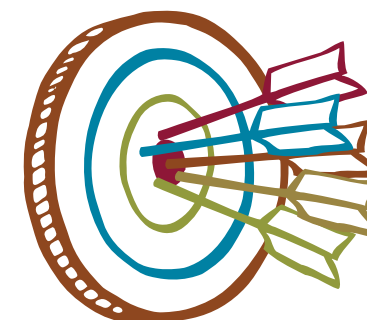
Normative Data

The general population normative sample for the EQ-i 2.0 is extensive (n=4,000) and closely representative of adults residing in the US (90% of the sample) and Canada (10% of the sample) within 3% of census data. Updated in 2014 is a customer based professional global normative sample (n=10,000) consisting of 154 countries.

Other normative samples available are for US & Canada (professional), UK and Ireland (general population and professional), Australia (general population), Denmark (professional), Netherlands (general population), South Africa (professional), and Sweden (professional). For a list of international distributors visit mhs.com/Talent.

Reliability and Validity

Reliability and validity are important concepts to evaluate when selecting a psychological assessment for use in an organization. While reliability and validity matter greatly from a scientific and statistical perspective, understanding how this translates into practical terms is crucial in order to effectively integrate the EQ-i 2.0 into an organization. Knowing that the EQ-i 2.0 can reliably measure EI ensures that the consistency of the tool can



Quick Reference

- Number of Items**
133
- Administration Type**
Self-Report
- Administration Time**
15-30 minutes
- Translations Workplace Report**
Arabic
Danish
Dutch
Simplified Chinese
English (UK)
French
German
Norwegian
Portuguese (Brazil)
Spanish (Spain)
Swedish
- Leadership Report**
English (UK)
French
Spanish (Spain)
Simplified Chinese
- Qualification Level**
Certification or B-level;
page 19
- Format(s)**
Online Talent Assessment Portal
- Complementary Assessments**
EQ 360; page 12
Emotionally Effective Leader Workshop; page 13
MSCEIT; page 14



always be counted on. Further, knowing that the EQ-i 2.0 accurately measures EI, development efforts will have meaningful impact on increasing EI and related outcomes (e.g., job performance, leadership competencies, intrapersonal skills, etc).

Pricing

It is easy to generate a report on the Talent Assessment Portal (TAP) using our token system. Tokens are a type of currency used by MHS to purchase reports where one token is equivalent to \$1.

EQ-i 2.0 Pricing	Token=\$1.00
EQ-i 2.0 Leadership Report	90 Tokens
EQ-i 2.0 Workplace Report	60 Tokens
EQ-i 2.0 Group Report	225 Tokens
EQ-i 2.0 Higher Education Report	20 Tokens
EQ200A EQ-i 2.0 User's Handbook	\$150.00
EQ2CRD EQ-i 2.0 Subscale Cards, 15 color, laminated cards (5 1/2" x 4 1/4"), displaying the name and definition of each of the EQ-i 2.0 subscales	\$25.00
EQ2POS EQ-i 2.0 Model Poster, square (24" x 24") laminated color poster of the EQ-i 2.0 model	\$25.00

EQ 360[®]

Emotional Quotient 360[®]

Multi-Health Systems Inc. Based on the Bar-On EQ-i[®] model by Reuven Bar-On



EQ 360[®]

assess. predict. perform.

mhs.com/EQ360

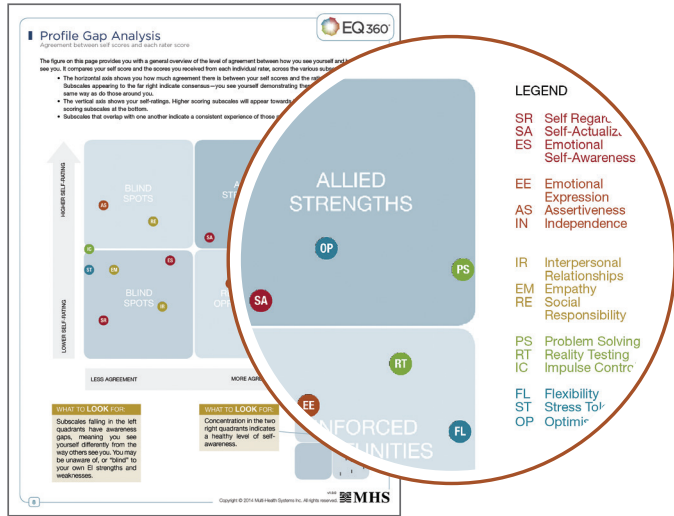
The EQ 360[®] assesses an individual's performance based on feedback from the individual and their manager, direct reports, peers, family, and friends to result in a comprehensive 360° view of emotional and social functioning.

Applications of the EQ 360 include:

- Leadership Development
- High Potential Identification
- Team Effectiveness
- Succession Planning
- General Coaching

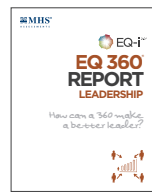
Features and Benefits

- Clear alignment with the EQ-i 2.0: automated set-up, condensed report output, enhanced report appearance, and detailed interpretation.
- Tools such as the Profile Gap Analysis, Rater Response Summary, and a Coach's Debrief Guide will save valuable interpretation time.
- Interpretation and developmental strategies including sections on balancing emotional intelligence, a well-being indicator, and impact-at-work insights.
- Create customized reports and templates, by adding client logos and custom questions.



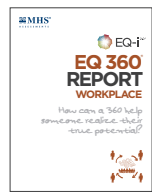
Reports

EQ 360 reports incorporate feedback from the participant and of all the raters into one consolidated report with client and coach sections. This saves time in interpretation and allows clients to go deeper into development.



Leadership EQ 360 Report

This report examines results through four key dimensions of leadership (authenticity, coaching, insight, and innovation), and compares clients against top leaders.



Workplace EQ 360 Report

This report focuses on the impact of emotional intelligence at work and offers suggestions for working with colleagues, supervisors, and clients.

Normative Data

The EQ 360 general population normative sample (n=3,200) closely represents adults residing in the U.S. and Canada. A North American professional normative sample (n=2,400) is also available.

Other EQ 360 normative samples are available for UK, Ireland, Australia, South Africa, and Sweden.

EQ 360 Pricing		Token=\$1.00
	Leadership EQ 360 Report	295 Tokens
	Workplace EQ 360 Report	225 Tokens
EQ200A	EQ-i 2.0 User's Handbook	\$150.00
EQ2CRD	EQ-i 2.0 Subscale Cards, 15 color laminated cards (5 1/2" x 4 1/4") displaying the name and definition of each of the EQ-i 2.0 subscales	\$25.00
EQ2POS	EQ-i 2.0 Model Poster, square (24" x 24") laminated color poster of the EQ-i 2.0 model	\$25.00

Quick Reference

Number of Items

133

Administration Type

Multi-rater (Minimum of 3 raters required for some rater types)

Translations

Workplace Report

English (UK)
Portuguese (Brazil)

Leadership Report

English

Administration Time

20-30 minutes per assessment

Qualification Level

Certification or B-level; page 19

Format(s)

Online Talent Assessment Portal

Complementary Assessments

Discovery Leadership Profile; page 25



Emotionally Effective Leader Workshop

Drew Bird, MSc, MA



mhs.com/EEL



The Emotionally Effective Leader Workshop is a comprehensive program that equips facilitators with tools to run an interactive one-day session, all in a digital format. Alternating between group activities and individual reflective exercises, this engaging workshop encourages leaders to focus on their leadership strengths and areas they can develop further. With tried and trusted content

within the Emotionally Effective Leader Workshop, facilitators can run a one-day interactive session with ease. The facilitator kit includes a detailed facilitator guide, a PowerPoint slide deck, and a sample participant workbook.

Leveraging results from leaders' EQ-i 2.0[®] Leadership Reports, participants of this session will learn the importance of emotional intelligence in effective

leadership and leave with a better understanding of their strengths and areas to develop to enhance leadership skills, as well as an action plan on how to increase effectiveness.

Program Objectives

- Increase participants' understanding of emotional intelligence and its role in effective leadership
- Leverage the EQ-i 2.0 Leadership Report and enable participants to understand their own results
- Provide an opportunity for individual action planning to further develop facets of emotional intelligence

Emotionally Effective Leader Workshop Pricing Token=\$1.00

Facilitator's Kit (Facilitator Guide, Power Point slides, and Sample Participant Workbook)	500 Tokens
Participant Workbook	20 Tokens



EQ-lizer[™]

Increase Your Success with Emotional Intelligence

English Edition published by MHS Inc. under license from Utvecklingspoolen Hönö AB.

Used in tandem with the EQ-i 2.0, the EQ-lizer[™] is a paper-based tool that offers a visual representation of EI strengths and opportunities for development in order to facilitate and track personal growth. Based on the concept of a musical equalizer, the EQ-lizer guides clients in creating

a harmonious balance among their skills. The EQ-lizer toolkit contains the following items: workbook; stickers to plot current state and to track progress; best practices guide; personal action plan (complete with reminder bookmark) all packaged in an EQ-lizer folder.

EQ-lizer Pricing

EQ2005	EQ-lizer	\$35.00
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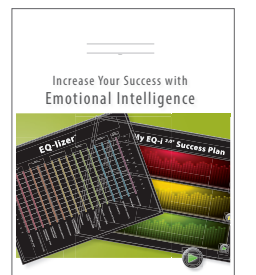


Image Insights[®]

Gerry Fitzgerald, Steven Stein, Ph.D., & Tammie Plouffe, MSc.

mhs.com/ImageInsights



How to use this tool

Image Insights[™] is a photo card deck consisting of 300 photos that can be used to facilitate individual and group discussions. In group settings, the goal is to establish discussion in team building sessions, strategic planning and similar environments.

Using questions as a basis, each participant selects an image from a set of photographs that helps them verbalize their thoughts. Group process facilitation and dialogue techniques are used to guide participants to explore the topic in a meaningful way that can enable focused action.

Image Insights enables

- Dialogue that deepens conversations and understanding
- Sharing of different perspectives

- Safe expression, exploration and verbalization—see, feel, speak
- Accelerated speed for getting into issues and surfacing possibilities
- Cutting through complexity
- A lens into inner thoughts and feelings
- A catalyst for creativity and innovation

Learn more about how you can build connections through visuals by reading an article by Tammie Plouffe, published in the HBR: info.mhs.com/hbr

Image Insights Pricing

Handscored		
IMG001	Image Insights Complete Kit (5x7 size)	\$249.00
MG002	Image Insights Complete Kit (8x10 size)	\$299.00



MSCEIT™

Mayer-Salovey-Caruso Emotional Intelligence Test™

John D. Mayer, Ph.D., Peter Salovey, Ph.D., & David R. Caruso, Ph.D.

MSCEIT™

Mayer-Salovey-Caruso Emotional Intelligence Test

The MSCEIT measures emotional intelligence through a series of objective and impersonal questions. It tests the respondent's ability to perceive, use, understand, and regulate emotions. Based on scenarios typical of everyday life, the MSCEIT measures how well participants perform tasks and solve emotional problems, rather than having them provide their own subjective assessment of their emotional skills.

The MSCEIT test uses a variety of interesting and creative tasks to measure a participants' capacity for reasoning with emotional information by directly testing their ability. This performance-based approach makes the MSCEIT ideal for situations where respondents may want to create a positive impression or 'fake good.' The MSCEIT is suitable for all manner of corporate, educational, research, and therapeutic settings.

KEY AREAS MEASURED



Perceiving Emotions is measured by rating the extent to which certain emotions are present or absent in pictorial stimuli

Using Emotions asks respondents to associate emotions with other sensations

Understanding Emotions measures respondents' emotional vocabulary and understanding of how emotions may combine or change over time

Managing Emotions looks at how respondents rate the helpfulness that proposed actions will have in resolving different types of emotional scenarios

REPORTS

Personal Summary Reports

Presents scores graphically and numerically, along with scale descriptions and a summary of responses.

Resource Reports

Designed to be a very thorough and easy to understand feedback tool for use with respondents.

Management Report

Offers a brief overview of the four branches.

NORMATIVE DATA

The normative data for the MSCEIT comprises 5,000 respondents that form a representative sample in terms of gender, age, ethnicity, and level of education.

Quick Reference

Number of Items

141

Administration Type

Self-Report

Administration Time

30-45 minutes

Qualification Level

Certification or B-level; page 19

Format(s)

Online
Software
Online Talent Assessment Portal - SUMMER 2018

Complementary Assessments

EQ-i 2.0; page 10
Pearman; page 15
Entrepreneur EDGE; page 17



MSCEIT Pricing

Administration Materials

MSC03	MSCEIT User's Manual	\$75.00
MSC05	MSCEIT Item Booklets (reusable; 3/pkg)	\$70.00

Online, scoring Organizer

MSC07	MSCEIT Online Personal Summary Report Kit (MSCEIT User's Manual and 1 Personal Summary Report)	\$110.00
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MSC04	MSCEIT Online Personal Summary Report	\$50.00 ea.
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MSC13	MSCEIT Online Resource Report	\$57.00 ea.
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MSC15	MSCEIT Management Report	\$35.00 ea.
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Software

MSC101	MSCEIT V.5 Personal Summary Report	\$52.00 ea.
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MSC12	MSCEIT V.5 Resource Report	\$57.00 ea.
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MSC102	MSCEIT V.5 Preview Version (3 Personal Summary Reports)	\$105.00
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Data Entry Sheets

MSC103	MSCEIT Data Entry Sheets (requires MSCEIT Item Booklet; 50/pkg)	\$57.00
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A Brand new MSCEIT Experience!

Administer and score the MSCEIT more efficiently on the Talent Assessment Portal. Enjoy quick and easy navigation, automated invitations, and the ability to customize your reports.



Pearman

Roger Pearman, Ph.D.



Quick Reference

Administration Type

Self-Report

Administration Time

20-30 minutes

Language

English (U.S.)

Qualification Level

Certification or B-level; page 19

Format(s)

Online

Number of Items

99

Complementary Assessments

Entrepreneur EDGE; page 17
EQ-i 2.0; page 10
MSCEIT; page 14

Lenses

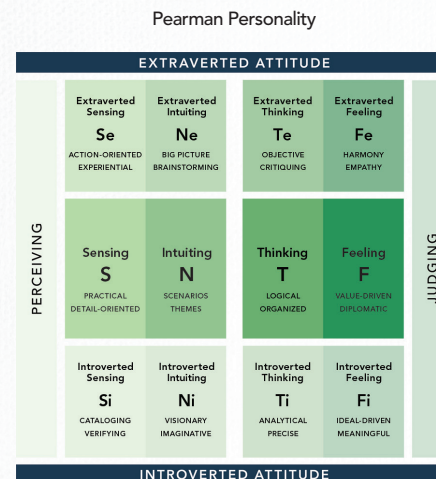
Leadership Lens,
Workplace Lens,
EQ-i 2.0 Module



This groundbreaking tool brings a new model of understanding and development to the field of personality type. The combination of Dr. Carl G. Jung's work on psychological types with Dr. Roger Pearman's insights led to the creation of an assessment that examines an individual's personality at multiple levels. The Pearman Personality Integrator® (Pearman™) allows individuals to understand their full range of personality functioning, as well as how their flexibility and agility skills enable them to operate effectively within and outside of their natural personality type.

The Pearman Personality Integrator®

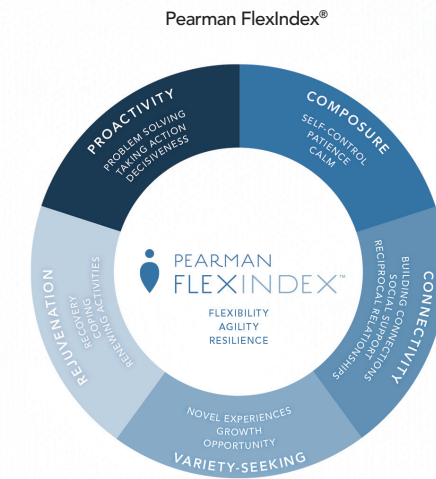
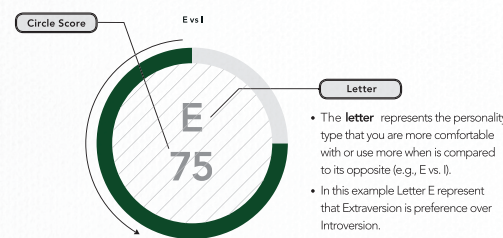
The Pearman Personality Integrator (Pearman®) model of personality type is composed of two parts: Pearman Personality, and Pearman FlexIndex®. This model integrates personality with psychological flexibility and agility skills relevant to workplace success, leadership, academic success, relationships, conflict resolution, and other domains of functioning.



Pearman Personality Type

The Pearman Personality component assesses an individual's personality patterns according to personality type theory, using Jung's work on the eight mental functions (i.e., how one interacts with the external and internal world combined with how one takes in information and makes decisions) as the key basis for understanding an individual's personality type.

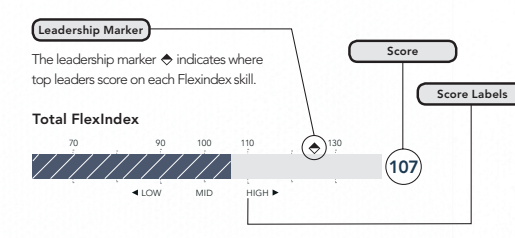
Pearman Personality Scores



Pearman FlexIndex®

The Pearman FlexIndex component assesses the skills and abilities needed to function effectively within and outside of an individual's personality. Shaped by specific contexts (e.g., workplace or leadership), the Pearman™ provides actionable information and specific development strategies for the client to develop their flexibility. The coach receives a wealth of information in order to ensure development efforts are relevant and impactful.

Pearman FlexIndex Scores

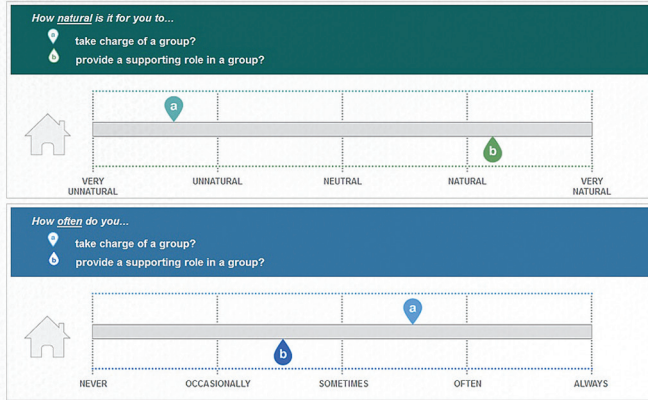




Key Areas Measured

With its capacity to generate over 1,000,000 unique personality type profiles, the Pearman provides a measure of personality that gauges one's natural state (i.e., what is most comfortable) and one's everyday environment (i.e., what is most often demonstrated). The Pearman approach is to allow individuals to freely express their level of comfort with and use of each of the eight mental functions. These are very specific behavioral statements that promote insightful responding, leading to personalized profiles that make your clients feel the resonance of their results.

The Pearman provides the freedom of representing personality along a continuum and does not require choosing one personality type over another. Clients indicate by moving the (a) and (b) markers anywhere along the horizontal bar to a response indicating how natural a behavior feels and how often an action occurs.



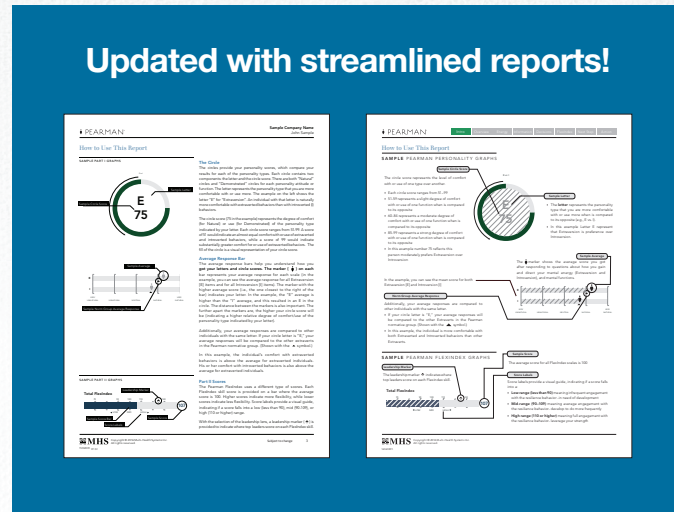
Lenses

Leadership Lens

The Leadership Lens is relevant to individuals in leadership positions in corporations or other environments. Its purpose is to establish a connection between personality type behaviors, FlexIndex skills, and effective leadership competencies. The Leadership Lens enhances the Client and Coach Report with additional scores and pages, leadership-specific information and an Average Leadership Marker, helping to understand the participant's score in relation to top leaders. The Leadership Lens also integrates the FlexIndex into a four-factor model of leadership, which includes competencies of authenticity, coaching, insight, and innovation.

Workplace Lens

The Workplace Lens is suited to individual contributors where the Pearman™ is being used as part of a workplace initiative. It provides interpretive text throughout the report that is focused on the impact of personality and FlexIndex skills in terms of workplace, job, and life success.



EQ-i 2.0® Module

The EQ-i 2.0® module can be added to further explore personality type and emotional intelligence from an integrated perspective. Choosing this module will add the overview of results information to the Pearman™ report, along with a Pearman and EQ-i 2.0 integration page.

Normative Data

The Pearman™ normative sample (n=2,400) includes an equal number of men and women, spread across multiple age groups and is closely matched to the demographic distribution as determined by the recent U.S. and Canadian census findings for employed adults.

Pearman Pricing		Token=\$1.00
	Pearman Personality Integrator Report - Leadership Lens	90 Tokens
	Pearman Personality Integrator Report - Workplace Lens	60 Tokens
	Pearman Personality Integrator EQ-i 2.0 Module	20 Tokens
PEACRD	Pearman Subscale Cards, 19 color laminated cards (5 1/2" x 4 1/4")	\$25.00
PEAPOS	Pearman Model Poster, (24" x 24") laminated color poster	\$25.00

Be sure to register for our upcoming webinars and check out our archived ones!
mhs.com/talent/talent-events



Entrepreneur EDGE™

Roger Pearman Ph.D., R. Daniel Parks, Barry Phillips, Marcus C. King



Entrepreneur EDGE™

The Entrepreneur EDGE is your guide to success when considering, starting or growing your business.

The Entrepreneur EDGE™ is designed to fill a long-recognized gap in what is most needed when starting or growing a business - it focuses on YOU. The Entrepreneur EDGE can help to evaluate potential for success and satisfaction in a chosen enterprise. This information can help whether you are: considering a business; starting your business; funding your business; growing your business; or re-charging your business.

Are you an Entrepreneur Coach, Advisor, or Counselor? The Entrepreneur EDGE Effectiveness Guide can support your work with clients, providing highly researched and targeted paths for development. You can offer your clients tangible developmental tools to achieve entrepreneurial success.

Over 20 years of extensive research into entrepreneurs has guided the development of this powerful tool. It provides mission-critical information about the 4 Key Success Factors to help you, the key driver of the entrepreneur enterprise.

4 Key Success Factors

- 1 Mind-set** (including Independent Minded, Risk Tolerant, Knowledge Seeker, Innovator, Individual Achiever, and Optimistic)
- 2 Self-Management** (including Action Oriented, Analytical, Multi-Tasker, Stress Motivated, and Self-Directed)
- 3 Dealing with Others** (including Initiator, Networker, and Explorer)
- 4 Business Orientation** (including Opportunistic, Strategic, and Proactive)

What's included:



Entrepreneur EDGE™ Effectiveness Guide

The Key Success Factors and Entrepreneur Indicators outlined in the Entrepreneur EDGE Effectiveness Guide serve as a guide to help you gain your entrepreneur edge.

Your Entrepreneur EDGE is designed as a quick reference that can be used to "power on" your edge and to refresh your edge over time. Getting started on the track to gain your edge, you will learn how the four proven Key Success Factors apply to you and how those skills align with the 17 Entrepreneur Indicators.

Complete with an action plan, the book gives you a step-by-step guide on maximizing your strengths and developing your stretch areas.



Entrepreneur EDGE™ Personal Profile

The Entrepreneur EDGE Personal Profile distinguishes your preference to be an entrepreneur vs. in a conventional career. This personalized report is based on your responses to the 87-item, web-based questionnaire and provides results of your preferences in relation to known entrepreneur success factors.

Once you enter your responses, you will be able to review your report showing your patterns in 17 scales — the behaviors that matter in entrepreneurial endeavors. Use the Entrepreneur EDGE development guide to zero in on your action plan.

*The Kauffman Index, Startup Activity Index 2015

Your EDGE Report:

Indicates how your behaviors, perspectives, and preferences can impact you and your career choices.

Provides your results for each of the 4 Key Success Factors of entrepreneurs

Shows how you score on the 17 Entrepreneur Indicators compared to the Conventional Career Indicators.

Provides results related to your family history and entrepreneurial perspectives.

Entrepreneur Edge Pricing

EDGE01	Entrepreneur EDGE kit	\$50.00
EDGE02	Entrepreneur EDGE Personal Profile	\$30.00
EDGE03	Entrepreneur EDGE Effectiveness Guide	\$25.00

6,000,000+* new business owners in the US each year

33%* of new entrepreneurs are recent college graduates

80%* of entrepreneurs were employed at time of start-up





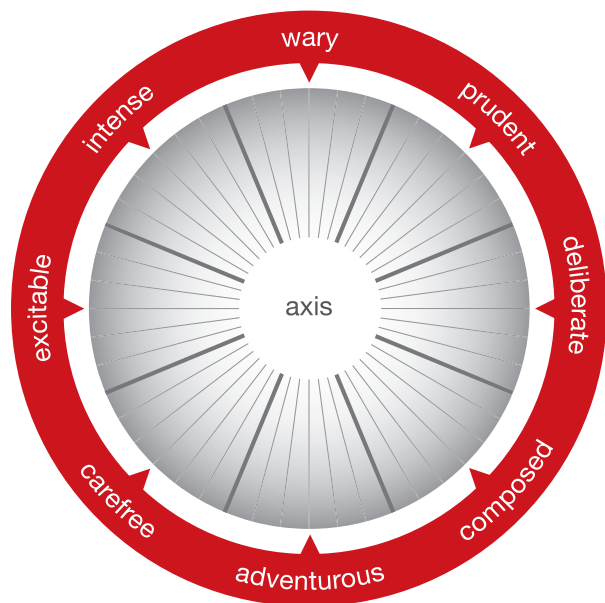
Risk Type Compass™

Psychological Consultancy Ltd.



Published by Psychological Consultancy Ltd. and distributed by MHS, the Risk Type Compass™ is an assessment that explores an individual's predisposition to risk and their capacity to manage it.

Risk Type Compass Graph



©Psychological Consultancy Ltd. 2015

Risk Type Compass® is a registered trademark in Europe: CTM No. 010726818

In order to obtain a comprehensive overview of their risk propensity, individuals are measured according to Risk Type, Risk Attitude, and Risk Tolerance.

Risk Type

Using the Risk Type Compass™ score, the assessment places individuals into one of eight Risk Types, which is indicated by a marker (•) on the Risk Type Compass graph above. Their Risk Type reflects their temperament and natural disposition towards risk.

Risk Attitude

An individual's Risk Attitude will typically vary from situation to situation due to personal experience and circumstances. The attitude portion of the Risk Type Compass identifies differences in an individual's attitude across five important risk domains: Recreational, Financial, Health and Safety, Social and Reputational.

Risk Tolerance

This is determined mainly by natural temperament, which establishes a baseline for reactivity to any kind of risk or uncertainty. Experience and personal circumstances also influence behavior, but in less predictable ways. The RTI (Risk Tolerance Index) is a single numeric score that takes both factors into account.

Applications of the Risk Type Compass include:

- Individual Level – Personal and leadership development
- Team Level – Auditing and developing teams, groups, and executive boards
- Organization Level – Providing a measure that monitors the risk culture of an organization and enables the management of change
- Specific occupations such as Financial Advisors, Auditors, and Health and Safety also have seen the benefits of assessing risk type

Reports

Personal Report

Provides an overview of risk propensity by providing information about Risk Type, Risk Attitude, and Risk Tolerance.

Investor Report and Financial Advisor Report

In addition to the information included in the Personal Report, the Investor Report has been tailored to provide financial content. Also included is the two page Financial Advisor Report which provides a snapshot of the client's appetite for risk, enabling the Advisor to recommend financial services tailored to the client's risk propensity.

Team Report

Designed for use with groups up to 25 people, the data includes a group scattergram, showing convergence, dispersion, and factions of Risk Type across the group.

Quick Reference

Number of Items

102

Administration Type

Self-Report

Administration Time

10 - 20 minutes

Qualification Level

Certification or B-level; page 19

Format(s)

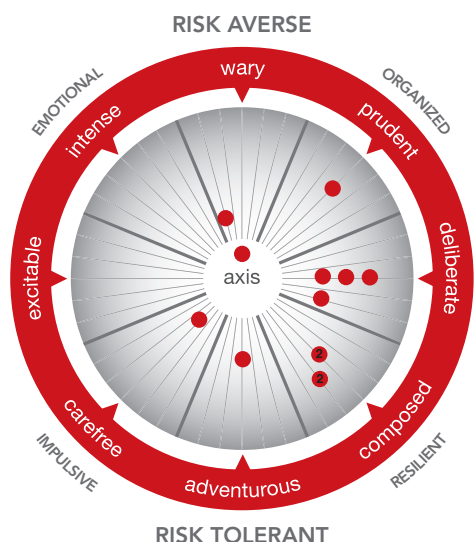
Online Talent Assessment Portal

Complementary Assessments

Change Style Indicator; page 21
Influence Style Indicator; page 23
EQ-i 2.0; page 10



Risk Type Compass Group Results (13 People)



Note: A dot with the number "2" means that two people overlap in their risk preferences.

Risk Type Compass Pricing	Token=\$1.00
Risk Type Compass Personal Report	60 Tokens
Risk Type Compass Investor Report (includes Financial Advisor Report)	60 Tokens
Risk Type Compass Team Report	375 Tokens



Interested in becoming an expert qualified user of MHS tools and assessments?

MHS offers certification for many assessments and simulations. Getting certified in one of our tools will make you a subject matter authority and provide you an advantage in the market place.

Certification provides you with the tools and knowledge you need to use the assessments with confidence. As part of certification you will:

- Learn about interpreting results | Practice applications in real-world examples
- Attain an in-depth understanding of instruments | Learn necessary skills for providing feedback

The EQ-i 2.0 and Pearman Personality Integrator are approved by the International Coach Federation, American Psychological Association, and Society for Human Resource Management to offer CCE credits. Visit mhs.com/talent for a list of trainers and locations for certification workshops.

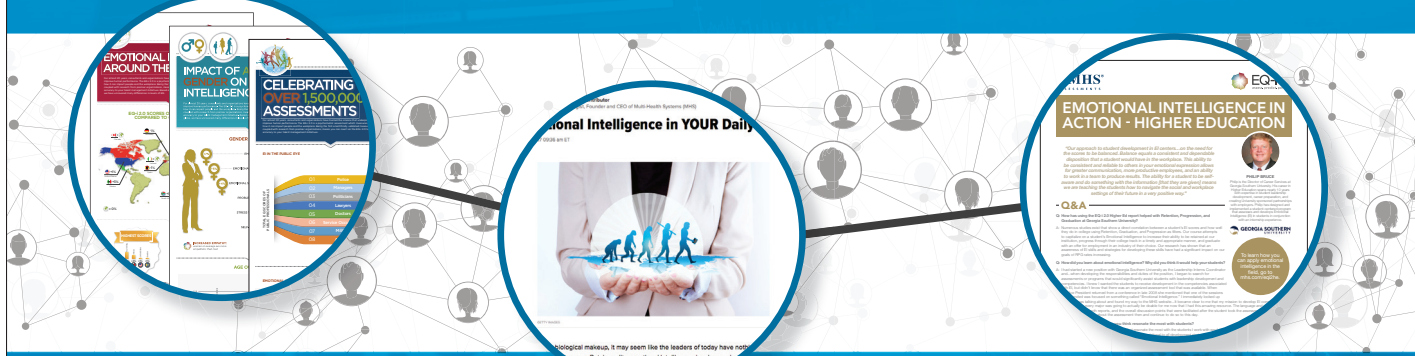
Have the educational requirement to bypass certifications? Complete a qualification form – to get your immediate access to the tools you need! See mhs.com/certification for more information.

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We'd love to connect with you!

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@eiconnection

The Emotional Intelligence Connection

The Talent Assessment Connection

Change Style Indicator®

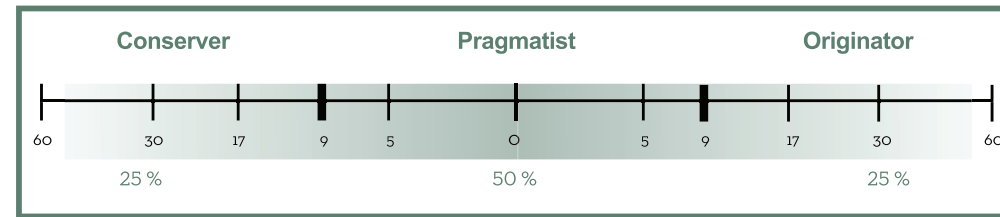
Improve Change Effectiveness



Change Style Indicator® is a leadership assessment designed to measure an individual's preferred style in approaching and addressing change. It provides respondents of all levels with insights on personal preferences for managing through change and provides context for how those around them might perceive and respond to their preferred style.

Learn about the three unique styles for dealing with change

Change Preferences



Conserver:
Prefers the known to the unknown. Disciplined, Detailed, Deliberate and Organized.

Pragmatist:
Prefers to explore the current situation in an objective manner. Reasonable, Practical, Agreeable and Flexible.

Originator:
Prefers a faster and more radical approach to change. Unconventional, Spontaneous, Risk-Takers.

Key Features:

- Explore the advantages, strengths, and liabilities that each style offers on a team
- Improve interpersonal communication and understanding
- Realize the value of all perspectives when resolving issues
- Enable group creativity, collaboration and innovation
- Understand the preferred work environments for all three change styles
- Learn communications tips to work with each unique style

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- eLearning module
- One hour coaching with Master Trainer
- Access to the MHS Talent Assessment Portal
- Certification is combined with Change Navigator

Change Style Indicator® Pricing Token=\$1.00

Starter Kits
To gain access to this assessment contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.

CS1CNQUA	Change Style Indicator Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Presentation, Certification Modules, Normative Data, Change Leadership Presentation, Sample Individual Reports, Sample Group Reports). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
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Online

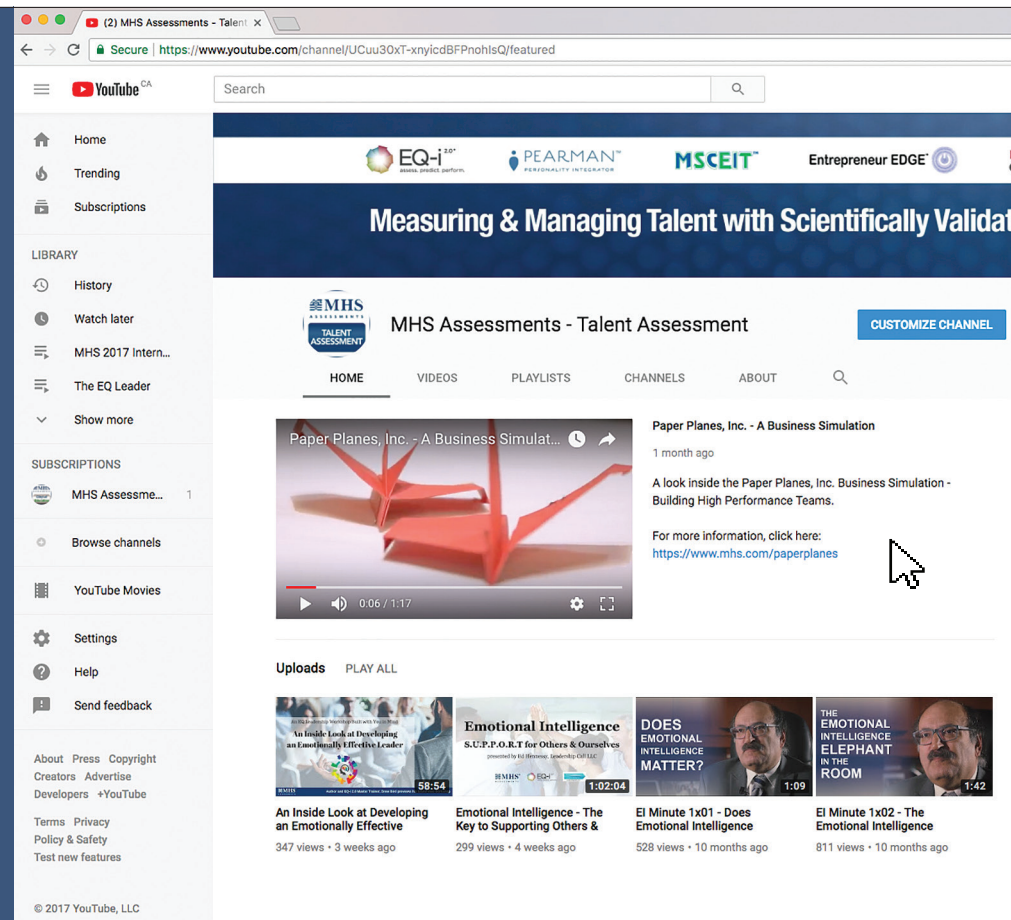
CS1001	Change Style Indicator Individual Report	22 Tokens
CS1002	Change Style Indicator Group Report	125 Tokens

Handscored

CS1003	Change Style Indicator Handscore booklet (10/pkg)	\$220.00
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WATCH US ON YouTube

by searching for "MHS Talent Assessment" to learn more about our assessments, simulations, webinars and presentations from our authors and watch episodes of "EI Minute with Dr. Steven Stein."



Change Navigator®

From Resistance to Resilience

Change Navigator® focuses on the emotions of individuals as they navigate change and the predictable stages of transition. The assessment measures where individuals will fall in the four stages of transition for a specific change event:



Change Navigator is a unique exercise in change exploration designed for organizations that are undergoing a specific change event. Approximately a two-hour experience, it can be conducted in any training program or change initiative.



Quick Reference

- Number of Items**
12
- Administration Type**
Self-Report
- Administration Time**
Variable
- Qualification Level**
Certification or B-level; page 19
- Format(s)**
Hardcopy
- Complementary Assessments**
Change Style Indicator; page 21
Paper Planes, Inc.; page 26
Decision Style Profile; page 24

This tool is applicable for organizations that meet the following criteria:

- Have planned a change event and are concerned about successful implementation due to potential cultural conflicts or lack of adoption
- Are currently undergoing a large scale change initiative and are worried about the progress being made due to organizational adoption

Facilitation Resources

- Downloadable Facilitator Guide
- eLearning module
- One hour coaching with Master Trainer
- Combined certification with Change Style Indicator
- Downloadable PowerPoints

Change Navigator Pricing

Starter Kits

To gain access to this assessment contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.

CNCSQUA	Change Navigator Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Presentation, Certification Module, Booklet, Sample Individual Report). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
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Handscored

CN0001	Change Navigator Handscore Booklet (10/pkg)	\$300.00
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Change Readiness Gauge

Measuring Change Agility

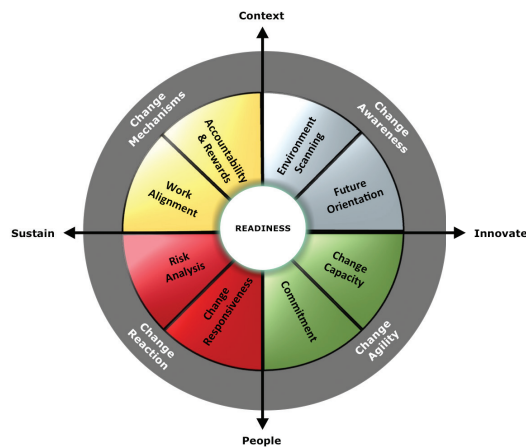
The Change Readiness Gauge assesses an organization's readiness for change, and helps leaders and employees better understand the impact of a change, and learn how to deal with the challenges during and after a change event more effectively. This assessment can be used in a variety of organization and team situations to help prioritize how to be successful with the change. It measures factors which impact organizational change readiness, and the perceptions and assumptions held by members of the organization.

The Change Readiness Gauge helps organizations better understand their change strengths and weaknesses in the following areas:

- **Change Awareness:** The organization's ability to proactively search for and see opportunities for renewal and innovation
- **Change Agility:** The capacity of the organization's leaders to facilitate and deliver change that is needed
- **Change Reaction:** The ability of an organization's people to react and respond to change that is not planned
- **Change Mechanisms:** The organization's structures and systems that support the implementation of change

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- Webinar
- Normative Data
- Worksheets
- One hour coaching with Master Trainer



Change Readiness Gauge Pricing

Contact your Partner Relations Consultant for pricing details - Reference Page 33

Quick Reference

- Number of Participants**
40
- Administration Type**
Self-report
- Facilitation Time**
10 minutes
- Qualification Level**
Certification or B-level; page 19
- Format(s)**
Online
- Partner with**
Change Style Indicator; page 21
Change Navigator; page 22



mhs.com/Talent

Influence Style Indicator™

Leverage Impact



A key behaviour of effective leaders is the capacity to influence those around them. To influence effectively, one must be adept at getting opinions and ideas heard, recognized, and considered by others. Influence inherently means that one is able to impact the ideas, opinions, and actions of others. Today's workplace is characterized by unprecedented levels of change and complexity. Influence Style Indicator is an assessment designed to measure an individual's preferred styles as they influence others. The assessment tool addresses one's dominant, secondary and underutilized influencing styles.

Outcomes

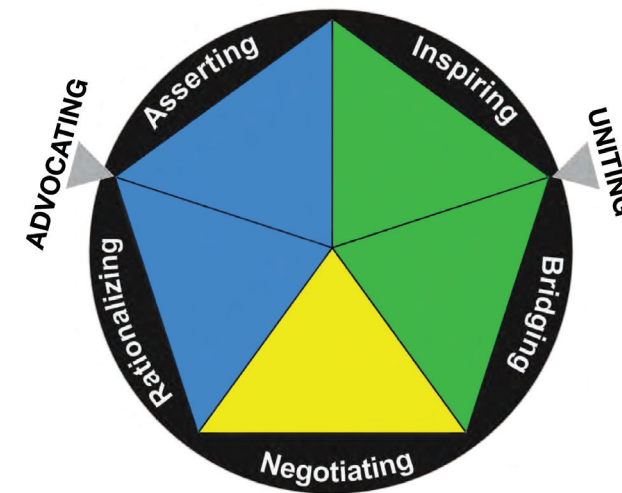
Learn more about the two primary orientations

Advocating: Individuals put forward ideas and offer logical and rational reasons to convince others of their point of view.

Uniting: Individuals advocate for their position by encouraging others with a sense of a shared mission and exciting possibilities.

We are all aware of the distinctive influencing styles that people demonstrate. Some of these styles are instinctively understood and appreciated whilst others are confusing, unclear and frustrating. Our research has identified five styles of influence:

ISI Model



Rationalizing: You will push perspectives, ideas and beliefs using logical and rational reasoning to convince others of your point of view

Asserting: You will almost always push your perspectives, ideas and beliefs by insisting that you are heard and by being willing to challenge the ideas of others

Negotiating: You will almost always be willing to compromise and negotiate to reach an outcome and bargain to reach an agreement when something is important to you.

Inspiring: You will almost always pull people together and toward your point of view by advocating your position by encouraging others with a sense of share purpose and exciting possibilities.

Bridging: You will almost always pull people together and toward your point of view by building coalitions and communities of interest based on common mutual interest.

Learning about the five unique influencing styles will allow you to:

- Understand when preferred personal style is best used and what the potential pitfalls may be
- Improve the ability to connect with others using a variety of influencing styles
- Be able to identify others' preferred style

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- eLearning module
- One hour coaching with Master Trainer
- Access to the MHS Talent Assessment Portal

mhs.com/ISI

Quick Reference

- Number of Items**
40
- Administration Type**
Self-Report
- Administration Time**
10-15 minutes
- Qualification Level**
Certification or B-level; page 19
- Format(s)**
Online and Hardcopy
- Complementary Assessments**
The Acquisition; page 28
Change Style Indicator; page 21
PressTime; page 28



Influence Style Indicator Pricing

Token=\$1.00

Starter Kits

To gain access to this assessment contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.

ISQUA	Influence Style Indicator Qualification Kit Facilitator materials required to run a workshop (Includes Facilitator Guide, Presentation, Certification Modules, Normative Data, Sample Individual Reports [English, French Spanish], Sample Group Reports [English, French Spanish]). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
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Online

ISIO01	Influence Style Indicator Individual Report	22 Tokens
ISIO02	Influence Style Indicator Group Report	125 Tokens

Handscored

ISIO03	Influence Style Indicator Handscore Booklet (10/pkg)	\$220.00
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Decision Style Profile®

Make Better Decisions



Decision Style Profile is a decision making assessment that empowers leaders to make better decisions by enlightening them on how to choose the most effective and appropriate decision-making styles for given situations. A personalized report compares the participant's chosen decision-making styles to the most appropriate styles backed by extensive research and a current database of over 20,000 executives and managers. The Decision Style Profile evaluates the appropriateness with which participants include others in the decision-making process as well as the extent to which they consider the five following decision factors:

- Clarity:** Degree of understanding about the nature and scope of the problem or situation at hand.
- Information:** Facts and knowledge needed to make the best decision.
- Commitment:** Level of support needed to implement the decision.
- Alignment:** Degree to which key stakeholders share common goals amongst themselves and with the organization.
- Time:** Degree of urgency surrounding the decision and the investment of time and effort others must make to participate in the decision making process.

Outcomes

- Improves and refines the decision-making skills of executives and managers
- Equips executives and managers with a research-backed uniform system of decision-making
- Strengthens awareness of effective outcomes based on the level of inclusion of others in the decision-making process



- Directing:** Rely on their own judgment and assume they understand the situation.
- Fact-finding:** Identify specific information needed to make a decision and know from whom to request information.
- Investigating:** Share the situation with others and may solicit information.
- Collaborating:** Share the problem with and solicit input from all stakeholders (i.e. team, group or individuals) and discuss with all stakeholders simultaneously to avoid confusion about information or opinions shared.
- Teaming:** Turn to the stakeholders to make a decision and use input and buy-in for successful implementation to reach a consensus decision.

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- eLearning module
- One hour coaching with Master Trainer
- Access to the MHS Talent Assessment Portal

Talent on the road

Find out which conferences and events we're going to next: mhs.com/talent/talent-events

Quick Reference

- Number of Cases**
10
- Administration Type**
Self-Report
- Administration Time**
10-15 minutes
- Qualification Level**
Certification or B-level; page 19
- Format(s)**
Online
- Complementary Assessments**
Edgework; page 27
PressTime; page 28
Influence Style Indicator; page 23



Decision Style Profile® Pricing Token=\$1.00

Starter Kits		
To gain access to this assessment contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.		
DSPQUA	Decision Style Profile Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, PowerPoint Presentation, Facilitation Module Video, Normative Data, Sample Individual Report, Sample Group Report, DSP Wizard). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
Online		
DSP001	Decision Style Profile Individual Report	22 Tokens
DSP002	Decision Style Profile Group Report	125 Tokens



Discovery Leadership Profile™

Growing Leadership Capacity



The comprehensive 360° assessment provides insight into an individual's leadership strengths and challenges from the perspective of peers, bosses, direct reports and others. Based on research that identifies competencies critical for effective leadership, performance is measured using 10 competency categories. The results of the leader's self-assessment are then compared to the aggregated results of the raters, this completes the leadership style assessment in order to clearly highlight strengths and developmental needs.

Outcomes

- Enables leaders to learn how those who are important to their success see their performance
- Compares self-perceptions to the perceptions of others
- Identifies leaders' strengths and developmental needs
- Provides a starting point for further developmental planning

DLP additional reports available upon request:

- Public Sector 360° Report
- Public Sector Group Report
- Public Health 360° Report
- Public Health Group Report
- Educators 360° Report
- Educators Group Report

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- eLearning module
- One hour coaching with Master Trainer
- Access to the MHS Talent Assessment Portal

Discovery Leadership Profile Pricing Token=\$1.00

Starter Kits		
To gain access to this assessment contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.		
DLELQA	Discovery Leadership Profile Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Presentation, Facilitation Module Video, Maximizing Results Guide, Normative Data, Sample Individual Report, Sample Group Report). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
Online		
DLP001	Discovery Leadership Profile 360 Report	175 Tokens
DLP002	Discovery Leadership Profile Group Report	125 Tokens

Quick Reference

- Number of Items**
40
- Administration Type**
360°
- Administration Time**
20 minutes
- Qualification Level**
Certification or B-level; page 19
- Format(s)**
Online
- Complementary Assessments**
Change Style Indicator; page 21
Decision Style Profile; page 24
PressTime; page 28



Emerging Leader Profile™

Discovering Leadership Potential



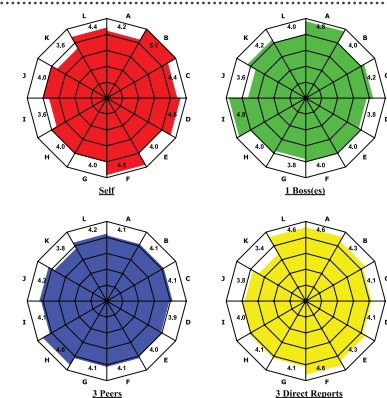
This leadership tool is an outgrowth from the need for an appropriate tool for new or high-potential leaders. Research has led to the development of 60 items composed of 12 leadership skills and traits that influence a new leader's effectiveness and establishes a foundation for personal growth. The 360° allows for participants including managers, peers, and direct reports to provide feedback.

Outcomes

- Enables high potentials to learn how those who are important to their success view their performance
- Compares self-perceptions to the perceptions of others
- Identifies emerging leaders' strengths and developmental needs
- Provides a starting point for further developmental planning

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- eLearning module
- Two hour coaching with Master Trainer
- Access to the MHS Talent Assessment Portal



Emerging Leader Profile Pricing Token=\$1.00

Starter Kits		
To gain access to this assessment contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.		
ELDLQA	Emerging Leader Profile Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Presentation, Facilitation Module Video, Maximizing Results Guide, Sample Individual Report, Sample Group Report). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	250 Tokens
Online		
ELP001	Emerging Leader Profile 360 Report	175 Tokens
ELP002	Emerging Leader Profile Group Report	125 Tokens

Quick Reference

- Number of Items**
60
- Administration Type**
360°
- Administration Time**
15-20 minutes
- Qualification Level**
Certification or B-level; page 19
- Format(s)**
Online
- Complementary Assessments**
Change Style Indicator; page 21
Decision Leadership Profile; page 24
PressTime; page 28



Paper Planes, Inc.®

Building High Performance Teams



Designed from a systems perspective, Paper Planes Inc.® is a simulation focusing on teamwork, collaboration, organizational effectiveness, silos, engagement, and customer service. Using proven learning methods, it is highly interactive, pragmatic, and relevant. It combines real organizational issues with leadership and team challenges through specific emphasis on teamwork, collaboration, change, and communication. By leveraging a data informed learning approach where participants can measure their team's results by tracking their progress against normative data.

Paper planes Inc. allows groups of employees to learn the value of redesigning how they work, internalize those insights and bring them back to their jobs.

Production Runs

Run #1 - Traditionally Designed System

Participants run a pre-designed production system for making planes.

Run #2 - Participative Designed System

Participants experience first-hand the impact of employee involvement on quality, cost, commitment, and morale by working with a system they have designed as a team.

Run #3 - High Performing System

Participants learn that through collaboration and continuous improvement efforts, significant changes take place. These changes are easier to implement and maintain because of the participants' increased ownership of the change process.

Outcomes:

- Gain first hand understanding of how engagement and collaboration can improve key organizational experience and employee satisfaction.
- Learn how to work together across functional boundaries and help individuals own their work, becoming more invested in team and organizational success.
- Break down barriers to organizational success and team-based change while reinforcing the power of teamwork and communication.

Facilitation Resources

- Downloadable Facilitator Guide
- Downloadable PowerPoints
- eLearning module
- One hour coaching with Master Trainer
- Access to the MHS Talent Assessment Portal

mhs.com/PaperPlanes

Quick Reference

Number of Participants

15-32

Administration Type

Simulation

Facilitation Time

6 hours

Qualification Level

Certification or B-level; page 19

Format(s)

In-Person

Partner with

Change Style Indicator; page 21
Influence Style Indicator; page 23
Change Navigator; page 22



Paper Planes, Inc.® Pricing

Starter Kits

To gain access to this simulation contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.

PPIQUA	Paper Planes, Inc. Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Certification Modules, Normative Data, Intro Slides, Timekeeper Spreadsheet). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
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Simulation

For first time orders of Paper Planes, Inc. please make sure to include the Tool Kit (PPLSTK) along with the appropriate Supply Kit. Subsequent administrations only require additional Supply Kits.

PPLSTK	Paper Planes, Inc. Tool Kit (Reusable items required for the simulation, such as a glue gun, etc.)	\$165.00
PPLS15	Paper Planes, Inc. Supply Kit (15 Participants) (Materials required to run one simulation)	\$600.00
PPLS20	Paper Planes, Inc. Supply Kit (20 Participants) (Materials required to run one simulation)	\$800.00
PPLS25	Paper Planes, Inc. Supply Kit (25 Participants) (Materials required to run one simulation)	\$1,000.00
PPLS30	Paper Planes, Inc. Supply Kit (30 Participants) (Materials required to run one simulation)	\$1,200.00



Paper Scrapers®

Constructing Effective Teams



Paper Scrapers® is an engaging team-building simulation that explores project development, design, and implementation. Teams compete against one another to design, build, and market a tower using supplied materials. From the simulation, participants learn the value of creativity, planning, and execution, culminating in the challenge of selling and marketing a project to other groups.

Outcomes:

- Emphasizes the value of careful planning prior to implementation
- Highlights the necessity of good communication and decision making
- Enables participants to understand and value the need to sell ideas
- Confronts tradeoffs between creativity and implementation
- Examines the differences in how people deal with rules, regulations, and structure

Certification Provides:

- Downloadable Facilitator Materials
- eLearning module
- Access to the MHS Talent Portal
- Downloadable wall letters used to place participants in groups
- Downloadable Special Announcements that can be introduced to the simulation as change elements

Paper Scrapers® Pricing

Starter Kits

To gain access to this simulation purchase the Certification Kit below.

PASC01	Paper Scrapers Certification Kit Facilitator materials required to achieve certification and run a workshop (Facilitator Guide, Simulation Essentials Module, Special Announcements, Wall Letters, Instructions).	\$85.00
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Simulation

PPAS15	Paper Scrapers Supply Kit (5-8 Participants) (Materials required to run one simulation)	\$125.00
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EdgeWork™

Leading Across Boundaries



A simulation of dynamic relationships, conflicts and trade-offs, participants are placed in two organizations with different cultures and work together on a shared task that will determine their mutual future. Participants learn how they assimilate identities as group members and how that affects working relationships and effective functioning. While working together within two large organizations, they experience fluid job boundaries while working amidst ambiguity, a range of different perspectives, and changing priorities. Edgework offers substantial opportunities for participants to learn (from completing assignments, overcoming hardships, and working with other people) over the course of several different phases:

Prework: Simulation Introduction, Set-up, and Reading of Materials

Session One: Divisional Meetings

Session Two: Cross-Company Special Issue Meetings

Session Three: Company-Wide Meetings

Session Four: Presentation of Company Reports

Simulation Debrief: Review of the day

Edgework challenges groups to think about working together in new ways to produce results and provides a common experience for intact teams to use in discussing their organizational challenges. It is a flexible simulation that creates a real-world challenge in a safe environment for participants to explore the effects of their decisions and actions on their groups and organization.

Certification Provides:

- Downloadable Facilitator Guide and Memo Booklet
- eLearning module
- One hour coaching call with a Master Trainer

EdgeWork Pricing

Starter Kits

To gain access to this simulation contact your Partner Relations Consultant to ask about Certification (mhs.com/prc), or if you are a qualified user, purchase the Qualification Kit.

EDWQUA	EdgeWork Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Certification Modules, Memo Booklet). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
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Simulation

EDWS24	EdgeWork Supply Kit (24 Participants) (Materials required to run one simulation)	\$1,800.00
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mhs.com/PaperScrapers

Quick Reference

Number of Participants

Up to 100 participants in groups of 4-9

Administration Type

Simulation

Facilitation Time

2 hours

Qualification Level

Certification or B-level; page 19

Format(s)

In-Person

Partner with

Change Style Indicator; page 21
Influence Style Indicator; page 23
Decision Style Profile; page 24



mhs.com/EdgeWork

Quick Reference

Number of Participants

15-24 participants

Administration Type

Simulation

Facilitation Time

6 hours

Qualification Level

Certification or B-level; page 19

Format(s)

In-Person

Partner with

Change Style Indicator; page 21
Influence Style Indicator; page 23



PressTime®

An Experience in Strategy and Business Acumen



PressTime® is an in-depth business problem in the form of a simulation. It immerses a team of leaders into the challenge of operating a business threatened with loss of market share. It explores effective leadership on dimensions of both cognitive and emotional intelligence. Participants play the role of managers in the largest manufacturer of offset printing plates. While meeting this challenge, numerous complex technical, financial, marketing and personnel decisions must be made by the various team members.

The company makes photographic printing plates and currently holds about one-third of the total market share. The company's major competitor recently introduced a superior plate which sells for the same price. A cross-functional team of managers has been assembled to put an improved printing plate on the market in six months or less.

Outcomes

- Improves teamwork and interpersonal communication skills amongst participants
- Develops strategic leadership and problem-solving skills
- Develops improved decision-making capabilities
- Enhances leadership during critical organizational projects
- Turns real-world decision making situations into a learning opportunity for participants
- Compels individuals to interact in ways that reveal their interpersonal styles

Certification Provides:

- 3 Day training workshop
- eLearning module
- Downloadable Facilitator Guide
- Condensed step-by-step Quick Guides
- Access to the MHS Talent Assessment Portal

PressTime® Pricing		
Simulation		
To gain access to this simulation contact your Partner Relations Consultant to ask about Certification (mhs.com/prc).		
PRTS18	Press Time Supply Kit (8 Participants) (Materials required to run one simulation)	\$900.00

mhs.com/PressTime

Quick Reference

Number of Participants

6-8 per team

Administration Type

Simulation

Facilitation Time

1.5 days

Qualification Level

Certification or B-level;
page 19

Format(s)

In-Person

Partner with

Decision Style Profile; page 24
Influence Style Indicator;
page 23
Discovery Leadership
Profile; page 25



The Acquisition®

Influencing Group Decisions



The Acquisition® is an introspective simulation that explores group problem solving and decision making. Group consensus decisions are compared to individual choices, which allows participants to explore the quality of the decisions they make on our own versus when they leverage a group. The simulation teaches participants how to work more effectively as teams and also helps teams learn how best to leverage individual expertise.

Presented as a business case, a board of directors calls for a detailed outline of critical steps to be taken to ensure a successful acquisition. Each participant decides individually on the order in which these steps should be carried out. The participants then meet as a group to agree on the order they will present to the board. The result reached by consensus is then compared to an expert solution. Reaching this collective decision engages participants in group dynamics and provides an opportunity for individuals to exercise their influencing skills.

Outcomes

- Uncovers barriers and explores effective team problem-solving and decision making
- Reveals the differences in perception and perspective within a group working towards common goal
- Enables individuals to learn how to become better contributors to a group

Certification Provides:

- Downloadable Facilitator Materials
- eLearning module
- Access to the MHS Talent Assessment Portal

The Acquisition® Pricing		
Starter Kits		
To gain access to this simulation purchase the Certification Kit below.		
TACC01	The Acquisition Certification Kit Facilitator materials required to achieve certification and run a workshop (Facilitator Guide, Simulation Essentials Module, Normative Data).	\$85.00
Simulation		
TAC005	The Acquisition Supply Kit (5 Participants) (Materials required to run one simulation)	\$50.00

mhs.com/Acquisition

Quick Reference

Number of Participants

3-5 participants per group

Administration Type

Simulation

Facilitation Time

1-2 hours

Qualification Level

Certification or B-level;
page 19

Format(s)

In-Person

Partner with

Influence Style Indicator;
page 23
Decision Style Profile;
page 24
Emerging Leader Profile;
page 25



The Exchange®

Critical Thinking Positive Results



The Exchange® is an interactive simulation that challenges participants to think critically, gather and interpret data, make timely decisions, manage risks and uncertainty, and react to changing market demands. Each participant is a member of a team, which is part of a larger trading association, with the assignment to collect points by trading "Combos." Combos are formed by assembling colored chips, known as medallions into four predefined groupings. The Combos have an initial value as well as emerging values and liabilities. Each team's assignment is to collect as many points as possible by trading their Combos over four trading periods.

The Exchange has proven effective with a wide range of participants in many organizational settings such as manufacturing, non-profits, and professional groups. It can be used with people from similar levels with the organization as well as with a vertical cross-section. Reflection on this manifestation of organizational culture can be very insightful for participants.

Outcomes:

- Creates awareness of team's biases toward reactive versus innovative change
- Reveals a group's ability to work effectively in a dynamic and evolving environment
- Highlights the need for efficient and effective decision-making processes
- Examines the impact of risk and uncertainty on strategy and execution

Certification Provides:

- Downloadable Facilitator Guide and Memo Booklet
- eLearning module
- Access to the MHS Talent Assessment Portal

The Exchange® Pricing		
Starter Kits		
To gain access to this simulation purchase the Certification Kit below, or if you are a qualified user, purchase the Qualification Kit.		
TEXC01	The Exchange Certification Kit Facilitator materials required to achieve certification and run a workshop (Facilitator Guide, Simulation Essentials Module, Participant Booklet, Market Reports Sample).	\$325.00
TEXQUA	The Exchange Qualification Kit Facilitator materials required to run a workshop (Facilitator Guide, Simulation Essentials Module, Participant Booklet, Market Reports Sample). <i>Requires B-level or higher qualifications. Verify your qualification level by visiting mhs.com/Qualification.</i>	\$250.00
Simulation		
For first time orders of The Exchange please make sure to include the Tool Kit (EXCTOB) along with the appropriate Supply Kit. Subsequent administrations only require additional Supply Kits.		
EXCTOB	The Exchange Tool Kit (Reusable items required for the simulation, such as a glue gun, etc.)	\$60.00
EXCS12	The Exchange Supply Kit (12 Participants) (Materials required to run one simulation)	\$450.00
EXCS16	The Exchange Supply Kit (16 Participants) (Materials required to run one simulation)	\$600.00
EXCS20	The Exchange Supply Kit (20 Participants) (Materials required to run one simulation)	\$750.00
EXCS24	The Exchange Supply Kit (24 Participants) (Materials required to run one simulation)	\$900.00
EXCS28	The Exchange Supply Kit (28 Participants) (Materials required to run one simulation)	\$1,050.00
EXCS32	The Exchange Supply Kit (32 Participants) (Materials required to run one simulation)	\$1,200.00

mhs.com/Exchange

Quick Reference

Number of Participants

12-32

Administration Type

Simulation

Facilitation Time

2-2.5 hours

Qualification Level

Certification or B-level;
page 19

Format(s)

In-Person

Partner with

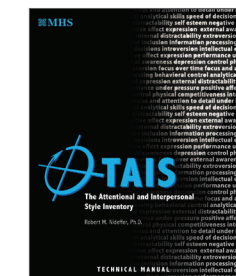
Risk Type Compass;
page 18
Decision Style Profile;
page 24
Influence Style Indicator;
page 23



TAIS™

The Attentional and Interpersonal Style Inventory™

Robert M. Nideffer, Ph.D.



TAIS measures three basic performance building blocks — Leadership, Emotional Control, and Performance Under Pressure — and, where necessary, identifies the root cause of a performance problem. TAIS scores provide information on which to build a highly individualized or situation-specific program to enhance or develop performance skills.

This assessment of specific traits can be used to create various reports—that assess abilities in a specific performance context, such as sales, leadership, or two-person interaction. TAIS differs from other inventories in that rather than labeling behaviors as good or bad, scores are interpreted in the context of the demands of the workplace in question. In the same vein, TAIS can be used to develop "mission profiles" that identify the concentration skills and behaviors required for a particular job, thereby assisting a potential employer in judging the fit of each new candidate.

Key Areas Measured

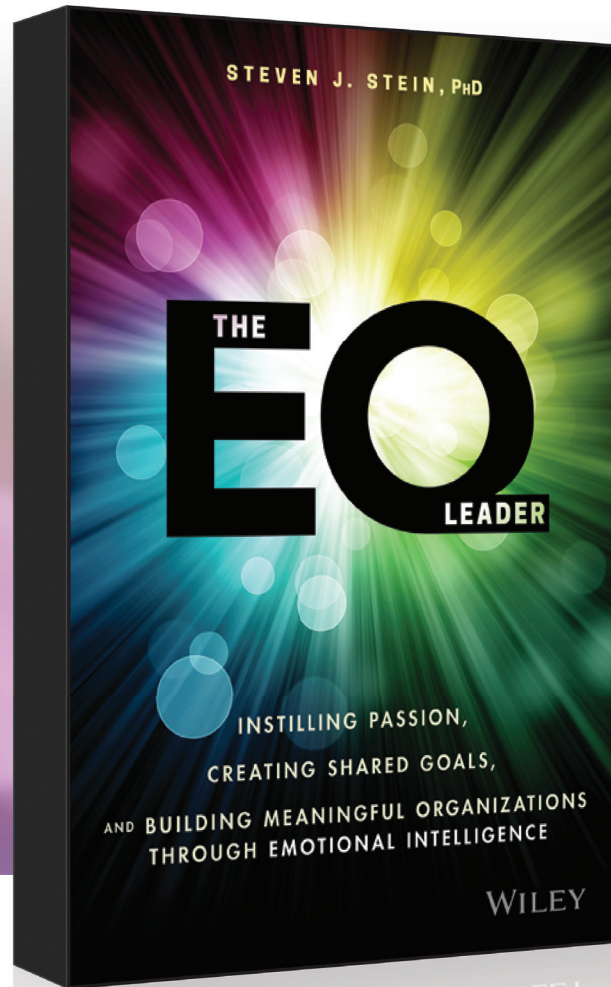
- Orientation Toward Rules and Risk
- Orientation Toward Others
- Ways of Dominating and Competing
- Drive and Confidence
- Decision-Making Style
- Communication Style

Reports

TAIS has a set of eight reports. When you purchase the set, you can generate one of each of the eight available reports.

- Business Reports
- Scales Reports
- Sales Reports
- Interaction Reports
- Business Leader Reports
- Basic Scale Reports
- Management Development Reports
- Athlete's Mental Edge (AME) Sport Reports

Administration Materials		
TAIS02	TAIS Technical Manual	\$58.00
Online, scoring organizer		
TAIS01	TAIS Online Report Set	\$92.00



Instilling Passion, Creating Shared Goals, and Building Meaningful Organizations through Emotional Intelligence

The EQ Leader offers an evidence-based examination of what it takes to be an outstanding leader and presents a working model for achieving stellar leadership results. Using a four-tiered approach to developing effective leaders, explore the qualities found present in the most successful leaders: Authenticity, Coaching, Insight, and Innovation. By developing EQ basic skills and these competencies, leaders and aspiring leaders can learn how to better motivate and inspire others, support the needs of employees, communicate with purpose, and foster ingenuity.

Recommended as one of the top 10 must-read leadership books for 2018

THE
ENTERPRISERS
PROJECT

The Enterprisers Project is a collaborative effort between CIO Magazine, Harvard Business Review, and Red Hat.

SalesAP™

Sales Achievement Predictor™
Jotham Friedland, Ph.D., Sander Marcus, Ph.D., Harvey P. Mendel, Ph.D.

mhs.com/SalesAP



Measure Traits Critical to Sales Success.

With the Sales Achievement Predictor (SalesAP), organizations no longer have to wait six months or longer to find out whether a new hire will succeed. This unique inventory measures traits that are critical to success in sales.

Many things are not apparent in an interview or resume—inhibitions about cold calling, reluctance to ask for a sale, or poor motivation to follow through once on the job, The SalesAP will pick up these traits. Validated against actual sales performance, the SalesAP helps industrial psychologists, human resource professionals, sales managers, and business owners select, place, and train sales people.

How the SalesAP Works

The SalesAP stresses sales motivation, identifying individuals who will actually follow through once they've got the job, and makes a clear distinction between cold-calling and closing skills—helping place salespeople where they'll be the most successful. The SalesAP can be used not only to predict sales success, but also to find out why current salespeople are not working up to their potential, how to motivate them, and how to supervise them more effectively.

Composed of 140 items, applicants can take it on a computer or on a paper-and-pencil answer sheet. The SalesAP can be scored on a computer and produces an interpretive report that gives the applicant one of three clear-cut ratings:

- 1) Highly recommended for sales
- 2) Recommended with areas that could be improved
- 3) Not recommended for sales

Scales & Forms

The report also shows the individual's percentile rank on the following scales:

- Sales Disposition
- Achievement
- Planning
- Managerial
- Extroversion
- Self-Confidence
- Initiative/Cold Calling
- Motivation
- Initiative/General
- Assertiveness
- Patience
- Relaxed Style
- Sales Closing
- Competitiveness
- Team Player
- Personal Diplomacy
- Cooperativeness
- Goal Orientation

Validity scales identify applicants who are exaggerating strengths or minimizing weaknesses—and the scores of those applicants are automatically adjusted. In addition, the report includes recommendations for training and motivation.

Sales AP Pricing		
Handscored		
W311CE	SalesAP Manual CE Materials	\$26.00
W311U1	SalesAP CD (10 uses)	\$520.00
W311B1	SalesAP Manual	\$69.00
W311C1	SalesAP PC Answer Sheet (Pad of 100)	\$19.00
W311S1	SalesAP Software Kit	\$541.00

Customer Service AP™

Customer Service Aptitude Profile™
Sander Marcus, Ph.D., Jotham Friedland, Ph.D., Harvey P. Mendel, Ph.D.

mhs.com/CSAP



The Customer Service Aptitude Profile (Customer Service AP) measures traits critical to success in customer service work, helping employers make better hiring, training, and placement decisions.

How the Customer Service AP Works

Composed of 140 items, applicants can take the assessment on a PC or on a paper-and-pencil answer sheet. Once you score the test on a computer you will receive an interpretive report that evaluates the applicant in terms of:

- Customer Service Strengths
- Potential Strengths
- Areas That Need Development

Scales & Forms

The evaluation address the following characteristics:

- Sales Disposition
- Achievement
- Planning
- Assertiveness
- Patience
- Relaxed Style
- Initiative/Cold Calling
- Motivation
- Initiative/General
- Personal Diplomacy
- Cooperativeness
- Goal Orientation
- Sales Closing
- Competitiveness
- Team Player
- Extroversion
- Self-Confidence
- Managerial

Customer Service AP Pricing		
Handscored		
W387U1	Customer Service AP 10-Use CD	\$148.00
W387B1	Customer Service AP Employer's Guide	\$23.00
W387A1	Customer Service AP PC Answer Sheet (Pad of 100)	\$18.00

mhs.com/Talent

Our line of leadership tools focus on understanding, preparing, and developing your talent to achieve organizational success whether it's a company-wide **change**, an individual's **influence** style, or effective **decision-making**.



Change Style Indicator

Change Navigator™

Change Readiness Gauge™

Influence Style Indicator™

Decision Style Profile



A PARTNER RELATIONS CONSULTANT DEDICATED TO YOU AND YOUR BUSINESS

As part of MHS' commitment to you, a dedicated Partner Relations Consultant (PRC) will work with you to help grow your business.

Leveraging past experiences with our clients, we will provide customized solutions based on unique organizational situations.

You will have access to a wealth of resources (i.e. webinars, regional events, product updates and much more).

Utilize our team of Partner Relations Consultant to uncover your Talent Management needs.

INTERNATIONAL

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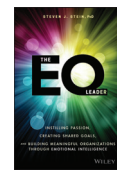
@MHS_talent
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The Emotional Intelligence Connection

The Talent Assessment Connection

To find out more about what your partner relation consultant can do for you, Call 1.800.456.3003 (USA) or 1.800.268.6011 (CDN)

Books by MHS CEO Dr. Steven Stein



The EQ Leader: Instilling Passion, Creating Shared Goals Steven J. Stein, Ph.D.

The EQ Leader provides an evidence-based model for exceptional leadership, and a four-pillar roadmap for real-world practice. Data collected from thousands of the world's best leaders—and their subordinates—reveals the keys to success: authenticity, coaching, insight, and innovation. By incorporating these methods into their everyday workflow, these leaders have propelled their teams to heights great enough to highlight the divide between successful and not-so-successful leadership. This book shows you how to put these key factors to work in your own practice, with clear examples and concrete steps for improving skills and competencies. New data from the author's own research into executive functioning describes the neurological aspects of leadership, and a deep look at the leaders of tomorrow delves into the fundamental differences that set them apart—and fuel their achievement.

EQL002 Hardcover (2017, 368 pages) \$30.00



The EQ Edge: Emotional Intelligence and Your Success, Third Edition, Revised & Updated

Steven J. Stein, Ph.D. & Howard E. Book, M.D.

Updated in 2011, with real-life anecdotes of EI factors interacting at work, home, and in social situations, this book defines EI, demonstrates new evidence of its importance and provides useful steps to improve your Emotional Quotient.

Y-EQED40 Softcover (2011, 368 pages) \$30.00

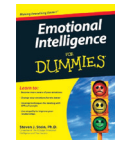


Make Your Workplace Great: The 7 Keys to an Emotionally Intelligent Organization

Steven J. Stein, Ph.D.

With organizations feeling pressure to reduce costs and increase productivity, and the workforce desperately seeking to maintain work-life balance, it is essential to recognize and leverage the emotional and social competencies of employees.

Y-MYWG01 Hardcover (2007, 288 pages) \$40.00



Emotional Intelligence For Dummies

Steven J. Stein, Ph.D.

Becoming emotionally intelligent is not a quick fix or a trendy therapy technique—it is a skill that allows you to understand yourself and others, and to take charge of your own life. In this book, Dr. Steven Stein demonstrates how the application of EI principles can help you manage everyday stress and accelerate professional success.

Y-EIFD00 Softcover (2009, 360 pages) \$26.00



The Student EQ Edge

Steven J. Stein, Ph.D., Howard E. Book, M.D., & Korrel Kanoy, Ph.D.

The Student EQ Edge provides a thorough grounding in what emotional intelligence is, why it is different from one's intelligence quotient, and how emotional intelligence skills can make a student a 'star performer.' The book helps students move from understanding of the concepts to action through reflection and discussion questions.

Y-STQ000 Softcover (2013, 304 pages) \$43.00



The Student EQ Edge: Facilitation Guide

Steven J. Stein, Ph.D., Howard E. Book, M.D., & Korrel Kanoy, Ph.D.

Written specifically for instructors, this guide is designed to be used alongside the main volume, The Student EQ Edge. It guides educators, counselors and advisors in employing case studies, self-assessment questions, reflection and discussion questions, and activities plus assignments that will help their student move from understanding to action.

Y-STQ001 Softcover (2013, 240 pages) \$50.00



The Student EQ Edge: Student Workbook

Steven J. Stein, Ph.D., Howard E. Book, M.D., & Korrel Kanoy, Ph.D.

Written specifically for students, this workbook is designed to be used alongside the main volume, The Student EQ Edge, and helps students move from understanding to action through use of case studies, self-assessment questions, reflection and discussion questions, and activities and assignments. This will help students begin to build their emotional intelligence skills in a concrete and tangible fashion.

Y-STQ002 Softcover (2013, 160 pages) \$17.00

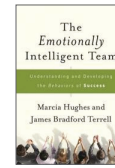


People Skills Handbook: Action Tips for Improving Your Emotional Intelligence

Pamela Corbett M.A., Catherine Jourdan M.A.Ed, Roger Pearman Ed.D., & Judy Aanstad Ph.D.

This book is focused on the most important competencies you need for effectiveness. You get: Action oriented review of emotional intelligence and learning agility AND 54 competencies complete with a comprehensive look at the competency and action tips, and learning activities to facilitate effectiveness.

Y-PHS000 Softcover (2012, 451 pages) \$49.00

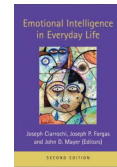


The Emotionally Intelligent Team: Understanding and Developing the Behaviors of Success

Marcia Hughes & James Bradford Terrell

This compelling book offers practical information and a guide for businesses that want to capitalize on the power of the emotional competencies of their teams. This book is filled with illustrative examples that represent a rich spectrum of teams from business, government, and nonprofits.

Y-TEIT00 Hardcover (2007, 200 pages) \$31.00

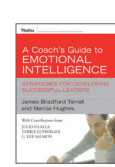


Emotional Intelligence in Everyday Life, Second Edition

Edited by Joseph Ciarrochi, Ph.D., Joseph P. Forgas, Ph.D., & John D. Mayer, Ph.D.

In this scientifically rigorous and highly accessible second edition, leaders in the field present the research on EI assessment and the use of the EI construct. This edition expands on the previous by providing greater coverage of EI interventions.

Y-EIED10 Softcover (2006, 312 pages) \$42.00

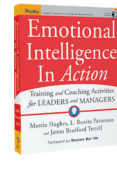


A Coach's Guide to Emotional Intelligence: Strategies for Developing Successful Leaders

James Bradford Terrell & Marcia Hughes

This book combines the topics of coaching and Emotional Intelligence in an accessible resource for coaches, facilitators, and consultants. The strategies help coaches and their clients develop the emotional and social skills needed to meet business challenges.

Y-EQCG01 Hardcover (2008, 244 pages) \$61.00

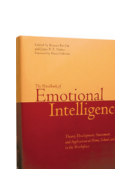


Emotional Intelligence in Action

Marcia Hughes, L.L.C., L. Bonita Patterson, & James Bradford Terrell

Providing a cross-reference matrix that maps the four EI models, this book provides learning scenarios and makes it easy for trainers, coaches, facilitators, managers, HR professionals, and other professionals to learn how to build these competencies in others.

Y-EIATC1 Softcover (2005, 416 pages) \$64.00

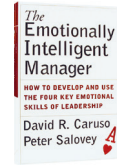


The Handbook of Emotional Intelligence

Edited by Reuven Bar-On, Ph.D. & James D.A. Parker, Ph.D.

In this book, a stellar panel of academics, researchers, and practitioners present conceptual models, evaluate the best methods of assessment, and offer guidelines for applying EI principles in many settings.

Y-HEIR0 Hardcover (2000, 496 pages) \$108.00



The Emotionally Intelligent Manager

David Caruso, Ph.D. & Peter Salovey, Ph.D.

This book outlines the four emotional abilities—perceiving emotions, facilitating thoughts, managing emotions, and understanding emotions—and illustrates how we can measure and nurture each skill to learn how to solve even the most difficult work-related situations.

Y-EIM1 Hardcover (2004, 294 pages) \$33.00

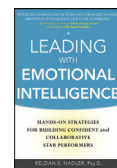


The Stress Effect: Why Smart Leaders Make Dumb Decisions—And What to Do About It

Henry L. Thompson, Ph.D.

Integrates powerful concepts that are shaping the future of leadership and business, such as stress, decision making, emotional intelligence, cognitive ability, and brain science. Dr. Thompson explores the underlying effects of stress on decision making and what leaders can do to improve their decision-making effectiveness—especially when stressed.

Y-TSESL0 Hardcover (2010, 336 pages) \$32.00



Leading with Emotional Intelligence

Reldan S. Nadler, Psy.D.

This book shows you step-by-step how to:

- Increase confidence
- Improve Teamwork
- Enhance Communication
- Develop Star Performance
- Protect your IQ with EI

This complete, hands-on action plan has worksheets, exercises, self-quizzes, and much more to show how great leaders put Emotional Intelligence to work.

Y-LEI000 Hardcover (2011, 336 pages) \$35.00

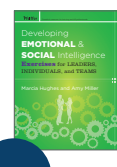


Handbook For Developing Emotional and Social Intelligence

Marcia Hughes, Henry L. Thompson, & James Bradford Terrell

This book features case studies, best practices, and proven tools that show how emotional and social intelligence can be harnessed to deliver improved individual, team, and organizational performance. The Handbook For Developing Emotional and Social Intelligence provides analyses of actual emotional intelligence training and coaching programs that have been used to build personal effectiveness and team performance in different types of organizations.

Y-DESI00 Softcover (2009, 448 pages) \$101.00



Developing Emotional and Social Intelligence: Exercises for Leaders, Individuals and Teams

Marcia Hughes & Amy Miller

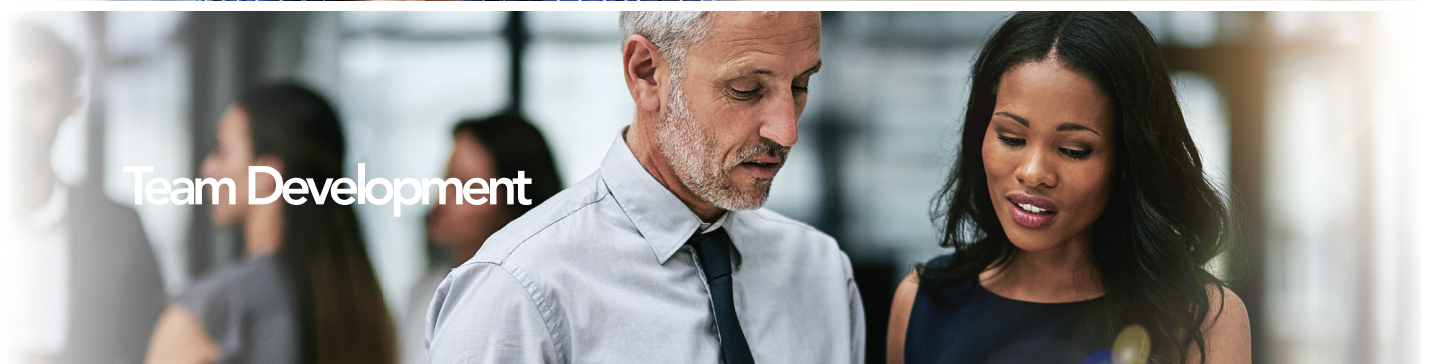
Written for leaders, teams, organizations, and other skilled professionals responsible for helping people achieve their best, this book offers practical exercises you can use for building emotional and social intelligence.

Y-DESIB0 Softcover (2010, 272 pages) \$63.00

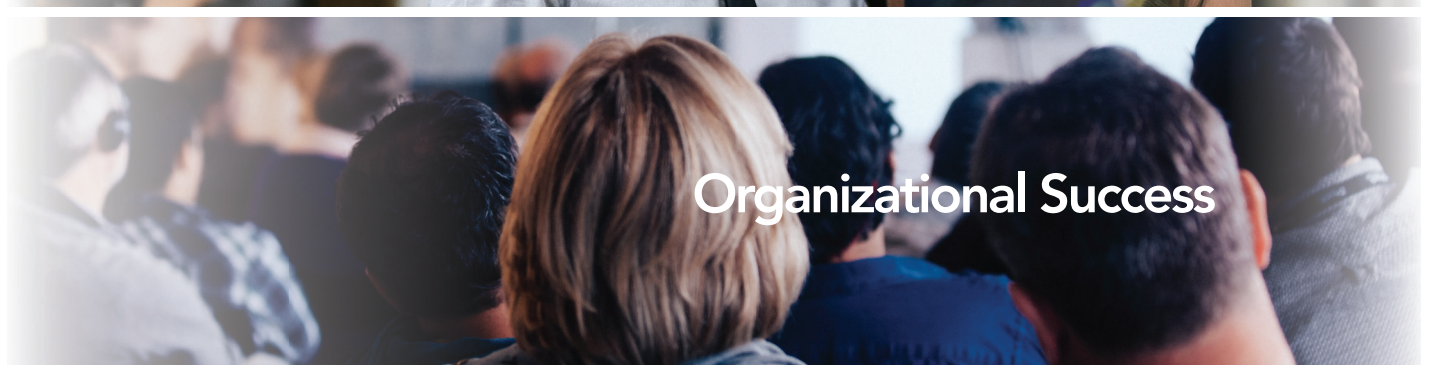
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MHS has been named one of Canada's Best Managed Companies since 2013. The best managed designation is a recognized symbol of excellence for Canadian businesses.

Since 2012, MHS has partnered with the Toronto Kiwanis Boys & Girls Clubs, a charity that provides a safe haven for at-risk children and youth to develop social, behavioral, and educational skills. Each year, MHS fundraises over \$25,000 and donates over 600 volunteer employee hours. Additionally, every summer, MHS provides internships in different areas of the company for two young adults from the Club.



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