



■ ■ Development Needs Inventory

A 360° Analysis of Management Strengths and Development Needs



The Development Needs Inventory™ (DNI) is a 360° feedback instrument that is efficiently administered over the internet and designed to allow managers, supervisors and others in leadership positions to better understand their strengths and specific developmental needs.

The information provided from the four categories of view (self, manager, peers and direct reports) help facilitate the individual's growth and give direction for increasing their effectiveness in the organization.

The DNI is purchased on a per manager basis and includes:

- ✓ 1 self-survey for the manager/leaders being assessed
- ✓ Up to 14 observers split between manager(s), peers, and direct reports
- ✓ Up to 15 scales (5 optional added to the standard 10).

The 10 Standard Scales are:

1. Communication
2. Delegation
3. Empowerment
4. Goal Directedness
5. Decision Making
6. Interpersonal Relations
7. Motivating Skills
8. Adaptability
9. Concern for Productivity
10. Leadership

The 13 Optional Scales are:

1. Team Building
2. Assertiveness
3. Disciplinary Action
4. Planning
5. Time Organization
6. Commitment to Growth
7. Innovation
8. Participative Leadership Style
9. Persuasiveness
10. Initiative
11. Control
12. Motivation Level
13. Development of Direct Reports

The results of the DNI, along with **the Interpretation and Feedback Session**, provide participants with a sound basis for setting development goals and tracking their development over a period of time.

The DNI was designed with one primary objective in mind - **To help leaders lead more effectively and produce results through people.** Other objectives which support this primary objective are:

- To help leaders identify their strengths and most pressing development needs.
- To guide leaders in planning for their own leadership development and in moving from understanding to action.
- To provide information that will allow leaders to make intelligent choices among alternative leadership practices.
- To call attention to critical relationship between a company's structure, culture, and typical leadership practices and the success and failure of a given leadership style.
- To provide a framework within which companies can (1) make orderly transitions from traditional bureaucracies to flexible, rapid response organizations with team leadership or (2) make an informed decision not to make that transition.
- To help leaders lead in ways that get results, that are personally satisfying and morally sound, and that empower rather than overpower subordinates.