Good Leadership Diagnostics

Tools to elevate how HR Business Partners impact individual, team, and organizational performance.

Effective HR professionals find meaning in helping individuals, teams, and entire organizations thrive. The Good Leadership suite of diagnostics delivers practical, objective insights—quickly and effectively. These tools support individual leadership development and strengthen team and organizational effectiveness, all while building a culture of healthy accountability.

Our executive team used the Team Momentum Survey™ for the first time and the results led to a great conversation. We identified ways in which we could work better together and were able to put it to immediate use the following day at our off-site. The feedback from the whole executive team was that this is the best leadership development work we've done!

Cathy Lamers
CHRO, Red Wing Shoes

"The catch phrase: 'our people are our greatest asset' isn't genuine when skills, talent, and motivation aren't aligned with where the business is headed. With effective diagnostic tools, HR has the unique and powerful position to plan ahead about talent and develop a culture of healthy accountability that improves business results."

-Paul Batz, Founder & CEO, Good Leadership

Good Leadership

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For HR Leaders Who

1. Embrace the Do-It-Yourself mindset for improving organizational effectiveness
2. Are looking to improve the consultative relationships with lines of business
3. Like to build a solid business case, with actionable data, to further the success of the organization and individuals

The Good Leadership suite of diagnostics is designed to strengthen leaders, teams, and the entire organization by providing clear, objective insights that accelerate positive momentum. Each diagnostic tool can be trained, licensed, and administered in-house, to gather meaningful data about leadership behaviors, team dynamics, and organizational effectiveness.

The Problem

We don't know what we can't see.

- Every leader has blind spots, often colored by history, relationships, or strong personal bias. Simple diagnostic tools that make sense to business leaders are effective in shining a light on areas for improvement.
- HR professionals often have a really good gut-feel about what's not working and why but lack the data to back up their coaching.
- When budgets are tight, there's no better alternative than to do important work in-house.

Benefits of Good Leadership Diagnostics

1. Objective and data-driven, reducing bias and providing a clear picture of strengths and opportunities
2. Designed to translate directly into development plans, coaching conversations, and organizational initiatives
3. Focused on what really works, grounded in research and communicated within Good Leadership frameworks

Individual Assessments

1. **The Hogan Leadership Forecast Series:** Measures motivation, personality, and stress response - predicting what leaders will require for development
2. **Pre-hire Executive Fit Assessment:** A Hogan based evaluation to ensure a good culture fit for your organization before you make an offer
3. **Team Trust Accelerator:** Identifies the primary and secondary social needs required for rapid trust building in team settings, as well as the unprofessional stress responses that will likely disrupt team performance

Team Assessments

1. **Team Momentum Survey™:** Proprietary, time-tested assessment that exposes positive and negative momentum on the team momentum model. It is the Good Leadership signature tool, that can also be mapped to CliftonStrengths
2. **Hogan Executive Team Map:** Identifies areas of strengths to leverage, areas of caution, and critical areas that will require a mindset shift
3. **Board Momentum Survey:** Articulates specific areas of positive and negative momentum related to Board alignment, commitment, and healthy accountability

Organizational Assessments

1. **Healthy Accountability Survey:** Identifies strengths to leverage and areas to develop to grow a culture of healthy accountability
2. **Organizational Effectiveness Survey:** Identifies key areas in the business that require redesign or development to align with the business strategy
3. **The Goodness Pays Score (GPS):** Similar to the net promoter score, this one question survey assesses goodness in leadership and ties together goodness in leadership with improved business results

The Good Leadership Difference

Every assessment and survey is brought to life in simple and pragmatic detail by a Good Leadership coach. Your results won't sit in a report. The recommendations are meaningful, actionable, and directly connected to the goals of your organization.

Test Drive an individual assessment or diagnostic survey today by contacting *info@goodleadership.com* to schedule a conversation.