Instruments used in IT

Test Instrument	Course
Career Anchors	Advanced Intelligence Seminar Midcareer Course
Work Style Preference	Advanced Intelligence Seminar
Thinking Styles	Midcareer Course
Myers-Briggs	Introduction to Intelligence Assistance Experienced Intelligence Assistants Course Intelligence Analysis Course New Analyst Course Seminar on Intelligence Analysis Supervision of Analysis Course
FIRO - B	Executive Leadership Forum
	ELF Courses
	ELF Courses
COOPERATIVE/COMPETITIVE RELATIONSHIPS	ELF Courses
Turn Around Simulation	ELF Courses
XY Exercise	ELF Courses

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INSTRUMENTS USED IN MATD

COURSE	INSTRUMENT	DESCRIPTION
Leadership Styles & Behavior	Styles of Leadership Survey (Hall & Williams)	Measures one's managerial style according to managerial Grid.
Management Development Course	Management of Motives Index (Hall)	Assesses assumptions and practices which characterize the manager's attempts to motivate others
	Conflict Management Survey (Hall)	Surveys one's characteristic reactions to and handling of conflicts between oneself and others.
Looking Glass, Inc. (LGI)	Skills Assessment Form	Assesses managerial skills of participants.
Program on Creative Management	Health Risk Appraisal	Being discontinued 1 Jan 86. Predicts medical areas of future concern.
	Situational Leadership Questionnaire	Measures style of management
	Kirton Adaption-Innovation	Measures differences in how participant defines and solves problems because of a preference for adaptive or innovative approach to new information and change.

INSTRUMENTS USED IN MATD

COURSE	INSTRUMENT	DESCRIPTION
	FIRO-B	Explores the typical way participant interacts with people.
	California Psychological Inventory	Psychometric instrument with 18 scales measuring psychological well-being and behavior.
	3-S Questionnaire	Measures a person's preference for structure in the work environment.
	Myers-Briggs Type Indicator	Indicates how the participant prefers to look at things and go about deciding things.
	Managerial Job Satisfaction Questionnaire	Measures level of participant satisfaction with management and comparison of responses with data base response.
	Strong-Campbell Interest Inventory	Helps people make occupational decisions by identifying patterns in likes and dislikes and comparing patterns with those of people in a wide range of occupations.
	Leadership Decision Styles Survey	Indicates leadership decision style preference in 16 situations.
	Leadership Style Indicator (LSI)	Accesses managerial skills of participants.
Supervisory Counseling Course	Conflict Management Instrument (USC)	Assesses the overall conflict management style-competing vs collaborator, etc.

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