



ASSESSMENT SERVICES



Banks International offers its clients a flexible format of assessment services to best suit the clients' needs and best reflect the clients' actual culture or climate. The services range from a complete service (i.e., turn-key) to selected elements of a complete service. Assessments may include written data collection through the use of instruments, web-based surveys, individual or focus group interviews, videotaping of behaviors, and/or anecdotal data collection.

2 Services

1. **Turnkey Services:** Banks International will administer the assessment process in its entirety, to include design, administration, data collection, tabulation, analysis, drawing conclusions, formulating recommendations, and reporting findings.
2. **Selected Services:** Banks International will carry out any given element of an assessment process cycle for the client:

- Design of assessment instruments
- Scantron design
- Validation and item analysis
- Reproduction
- Beta testing
- Website administration
- Data collection & processing
- Data analysis
- Development of conclusions
- Report generation



Strategic Advantage

Banks International incorporates into every possible assessment the 6-Cell™ Analysis model to uncover exactly what is causing, influencing, or sustaining undesirable or unproductive behaviors, practices, or attitudes. This leads to remedies at the root causes and makes recommended improvements durable.

Assessment Domains

1. **Leadership Strengths: External, Self or 360°.** Behaviors, strengths, use of power, style, innovation, trust, performance management, change management, business acumen, interpersonal skills, coaching skills, interaction skills, character, ethics, and much more.
2. **Strategic Orientation: Self.** Profiles if a given individual is more oriented to strategic thinking and execution (as would be expected of senior managers and executives) or towards tactical thinking and execution (as typical of lower level managers and below);
3. **Interpersonal Strengths: External, Self or 360°.** Behaviors, strengths, style, interpersonal effectiveness, communication and interaction skills, trustworthiness, interpersonal problem solving, and much more.
4. **Team Strengths: External, Self or 360°.** Behaviors, strengths, styles, teamworking skills, mission alignment, trust, communication and interaction skills, team effectiveness, cooperation and collaboration, and much more.
5. **Organizational Strengths: Culture Audits.** Strategic Intent, strategies and tactics, strategic focus, business practices, mission alignment, business results, organizational structure, hierarchies, transaction costs, and much more.
6. **Cultural Strengths: Culture Audits.** Values and assumptions, external and internal influences on collective behaviors, cultural attitudes, practices, and rituals, history, types of cultures and sub-cultures, and much more.