

Instrument Summaries: Organization Development (OD) Tools

Founded in 1977, OKA is a training and consulting firm focusing on the growth and development of organizations, teams, and individuals. Blending both training and consulting principles, OKA's interactive and experiential workshops connect new skills and tools to the real challenges facing organizations. This overview describes personality and team instruments that OKA frequently selects for our client-site workshops. In addition to unlocking the power of these tools for leaders and teams, we also qualify trainers and organization development professionals to use them within their own organizations.

Tool/Instrument	Summary Overview
Myers-Briggs Type Indicator® (MBTI®) Assessment	The Myers-Briggs Type Indicator (MBTI) assessment is based on Carl Jung's theory of psychological type, and is the most widely administered and researched personality assessment tool in use today. The MBTI assessment is based in the theory that we all have inborn preferences in the way we gather information, make decisions, energize, and orient ourselves to the outer world. Through the use of forced choice questions, the MBTI assessment identifies an individual's personality preferences across four dichotomous scales.
Reversal Theory	Reversal Theory is a psychological concept addressing the inconsistency and changeability of individuals. Focusing on motivational styles, this theory proposes that people regularly reverse between psychological states, depending upon the meaning and motives felt by an individual in different situations at different times. These reversals are both healthy and necessary, both to ensure that one's motives are being met, and to appropriately match personal style to the needs of a specific situation or other person.
Strength Deployment Inventory® (SDI®)	Based in Relationship Awareness theory, the Strength Deployment Inventory (SDI) focuses on describing the different values that motivate relationships and interactions with others. The SDI is unique in its ability to describe different approaches to conflict, as it reveals preferred styles both when things are going well, and in different stages of conflict.
Klein Group Instrument (KGI)	A self-administering tool designed to explore the specific kinds of leadership, negotiation, task and interpersonal skills needed to be successful in today's team-driven workplaces. It assists people in defining, assessing and developing both leadership and team membership skills. The KGI is a Class A instrument that anyone can purchase and administer.

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Pearson-Marr Archetype Indicator (PMAI)	One of Carl Jung's greatest gifts to humanity was the concept of archetypes - recurring stories, patterns or forms that give life and its experiences meaning and context and exist and have existed within all people throughout time. Based on Jung's concept of archetypes, the PMAI is a well-researched assessment tool that provides a practical way to measure the presence of archetypes in individuals. Instrument authors Pearson and Marr have selected twelve accessible archetypes that are not only common to each of our lives, but necessary to experience the full range of human potential.
Leadership Spectrum Profile (LSP)	The Leadership Spectrum Profile (LSP) is an award-winning instrument designed to assess a leader's priorities encountered along an organization or project life cycle. The LSP outlines a results-driven framework that reflects the different demands that teams and leaders face when implementing any initiative. It also provides a practical way to influence "up the chain of command" to gain project support.
FIRO-B® (Fundamental Interpersonal Relations Orientation-Behavior™) Assessment	Based upon extensive research in interpersonal dynamics and needs, the FIRO-B and Element B are self-report tools in a family of instruments focusing on individual needs with respect to a team or group. The instruments effectively capture both what one wants to give interpersonally, and what one wants to receive from others. Furthermore, the instrument captures the distinction between what an individual perceives himself or herself doing, and what he actually wants to do.
Element B	The career crowning work of Will Schutz, the Element B is the continuation of his FIRO® theory that focuses on inclusion, control and openness and the degree to which we want, express, receive and want to receive each of these elements--all central to group life. Richer in detail and complexity than its better known predecessor, the FIRO-B assessment, Element B is a powerful coaching, team building and self-awareness tool.
Thomas-Kilmann Conflict Mode Instrument (TKI)	The Thomas-Kilmann Conflict Mode Instrument (TKI) is designed to identify a person's approach to conflict. The different conflict styles are derived from two independent variables: assertiveness and cooperativeness.
Work Environment Scales (WES)	Assessment tool focused on providing diagnostic metrics across a broad range of workplace and team dynamics. The WES is a quantitative survey with 90 questions across ten scales in three major categories. It is designed to gather data related to these dynamics along two dimensions: the current "Real" state (perception of the "As Is") against a future "Ideal" state (perception of the team's "perfect" team).

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