

Assessing Assessments: Recommended Assessments

Law Firm

- MBTI: www.mbtionline.com
- DISC www.extendeddisc.org
- Hogan Assessments
www.hoganassessments.com
- CliftonStrengths (Strengths Finder 2.0):
www.gallup.com/strengths/assessment
- Actualized Leader Profile
www.alpfre.com
- Birkman: www.birkman.com
- Thomas Kilman Conflict Mode Instrument: theassessmentsite.com/

Coaching

- MBTI: www.mbtionline.com
- DISC www.extendeddisc.org
- Hogan Assessments
www.hoganassessments.com
- EQ-I 2.0 (Emotional Intelligence)
storefront.mhs.com/collections/eq-i-2-0
- CliftonStrengths (Strengths Finder 2.0):
www.gallup.com/strengths/assessment
- PXT Select:
www.pxtselect.com/Solutions/Assess.a.spx

Law School

- Personal Values <https://personalvalu.es/>
- Grit angeladuckworth.com/grit-scale/
- Bias: implicit.harvard.edu/implicit/takeatest.html
- Personality Traits <http://www.viacharacter.org/>
- Foundations for Practice (practice-readiness skills, competencies, and characteristics) :
<https://iaals.du.edu/projects/foundations-practice>
- Imposter Syndrome
paulineroseclance.com/pdf/IPTestandscoreing.pdf
- Growth mindset: blog.mindsetworks.com/what-s-my-mindset
- Career Planning Roadmap:
www.stthomas.edu/hollorancenter/roadmap/
- CliftonStrengths (Strengths Finder 2.0):
www.gallup.com/strengths/assessment
- Self-knowledge/self-awareness: www.insight-book.com/quiz



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Assessing Assessments: Key Considerations

Law Firm

- Cost
- Time Investment
- Audience
- Your reason/goal for using
- Accessibility (preferably, online)
- Ability to share results
- Prompts reflection to build self-awareness
- Reliable and valid
- Whether facilitation is required
- Follow-up?

Coaching

- Needs of client
- Applicability of assessments to client's goals
- Ability to uncover insights and encourage action
- Reliable and valid
- Will the assessment prompt reflection, or reinforce already-held beliefs?

Law School

- Cost
- Accessibility (preferably, online)
- Ability to share results
- Prompts reflection to build self-awareness
- Data-driven
- Backed by practitioners / employers
- Clear connection to practice-readiness / employer and client expectations



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Assessment Checklist*

Assessment	Normative	Ipsative	Personality	Behavior	EI/EQ
Strengths Finder		✓	✓		
MBTI		✓	✓		
DiSC		✓		✓	
Hogan Assessments	✓		✓		
TKI	✓			✓	
Actualized Leader Profile		✓		✓	
Belbin		✓		✓	
EQ-I 2.0	✓				✓
PXT Select	✓			✓	

*with thousands of assessments on the market, it is important to research any tool you plan to use to ensure it measures what you need and is valid and reliable.



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Your Presenters and Assessment Geeks

Kristen Uhl Hulse

Assistant Professor of the Practice of Law

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Jeanne Picht

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Jessie Spressart

Founder & Managing Director

Optia Consulting



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