

Assessments Overview

RELATIVE COST · SAMPLE REPORTS · 12 INSTRUMENTS

A practical reference to the personality and 360 assessments Bricolas deploys in coaching and team-development engagements. Each entry includes a direct sample-report link so you can preview the actual deliverable. Relative cost is shown on a simple scale (\$ lower to \$\$\$\$ higher); exact figures vary by publisher and are available on request – reach out and we'll match the instrument to the question you're trying to answer.

PERSONALITY & SELF-AWARENESS

GALLUP

Gallup CliftonStrengths

CliftonStrengths reports on an individual's top strengths based on the positive-psychology work of Don Clifton. The report creates common language for themes – ways that individuals show up most naturally. Research consistently shows people working in their strength zone are higher-performing, more engaged at work, and report higher life satisfaction. Multiple report options are available.

USE CASES *Individual/team coaching, individual/team development, starting point for goal setting.*

Top 5	Sample report · \$
Full 34	Sample report · \$\$
For Managers (role report)	Sample report · \$\$

THE MYERS-BRIGGS COMPANY

Myers-Briggs Type Indicator (MBTI Step I)

[Sample report](#) · \$

The MBTI is one of the most-recognized personality inventories, based on the 16 personality types described by Carl Jung. The report generates a 4-letter type and frames personality as preferences rather than traits. The most valuable use case is self-management through self-awareness – and as a foundation for team-level conversations about how each person prefers to show up at work.

USE CASES *Individual/team coaching, individual/team development, team goal setting.*

THE MYERS-BRIGGS COMPANY

FIRO-B / FIRO Business

[Sample report](#) · \$

FIRO is based on the research of William Schutz, describing differing interpersonal needs along three lines – Inclusion, Control, and Affection – and how much we need from others and express toward them. The assessment surfaces how different people show up and interact differently in the workplace.

USE CASES *Individual/team coaching, individual/team development, team goal setting.*

PERFORMANCE PROGRAMS (HOGAN DISTRIBUTOR)

Hogan Assessments

[Sample report](#) · \$\$\$-\$\$\$\$

The Hogan Assessment suite is one of the most comprehensive personality report sets and the only validated tool that uses self-report responses to estimate how someone may be perceived by others. Combining HPI (Personality Inventory), HDS (Development Survey), and MVPI (Motives, Values, and Preferences), the suite provides insight on the five-factor model at greater granularity (7 dimensions rather than 5) plus career derailers and workplace drivers.

USE CASES *Individual/team coaching, individual development, selection.*

PARADIGM PERSONALITY LABS

WorkPlace Big Five

[Sample report](#) · \$\$

The WorkPlace Big Five is a validated personality instrument based on the Five-Factor Model (OCEAN / NEOAC). Built around everyday workplace language, results are normed against a working population on an easy-to-read 0-100 scale. Validated for both selection and development, and designed so people can get to action quickly.

USE CASES *Individual/team coaching, individual development, selection.*

CONFLICT, CHANGE & INFLUENCE

THE MYERS-BRIGGS COMPANY

TKI Profile and Interpretive Report

[Sample report](#) · Quote

The TKI reports on how individuals handle conflict, surfacing five conflict-management styles – Avoiding, Accommodating, Competing, Collaborating, Compromising. Useful for adapting or flexing styles when navigating conflict at work (and outside it). Team-level reports are also available for understanding collective conflict practices.

USE CASES *Individual/team coaching, individual/team development, team goal setting.*

MHS ASSESSMENTS

Change Style Indicator

[Sample report](#) · \$

The Change Style Indicator reports how individuals tend to react to change along a continuum from Preserver to Pragmatist to Originator. Team applications surface the variety of ways a group reacts to and navigates change.

USE CASES *Individual/team coaching, individual development, team goal setting.*

MHS ASSESSMENTS

Influence Style Indicator

[Sample report](#) · Quote

The Influence Style Indicator surfaces how individuals prefer to influence others across five styles – Rationalizing, Asserting, Inspiring, Bridging, and Negotiating. Provides insight on tendencies and where to flex style for impact.

USE CASES *Individual/team coaching, individual development.*

OTHER COMMONLY REFERENCED

WILEY (MULTIPLE RESELLERS)

Everything DiSC (Workplace)[Sample report](#) · \$\$

DiSC is a trait-based tool that originally claimed unique insight in predicting job performance via four central traits. The model is popular and accessible – but worth noting: it over-generalizes human behavior into four broad categories, offers limited granularity on the "why" behind behavior, and can mislead when used predictively. Useful as common-language starting point; not a psychometric workhorse.

USE CASES *Individual/team coaching, individual/team development, team goal setting.*

THE ENNEAGRAM INSTITUTE

Enneagram (RHETI)[Sample report](#) · \$

The Enneagram models nine interconnected personality types (numbered 1-9). It has gained substantial popular-culture traction, but the model is not widely accepted as a psychometrically validated system, and there is no single well-accepted instrument that measures it. The Riso-Hudson RHETI is the most-credible publisher-direct option.

USE CASES *Individual/team coaching, individual development.*

360-BASED ASSESSMENTS

The tools above are self-report instruments – they capture how a person sees themselves. Outside of the Hogan Assessments, none surface how a person is perceived by others. When perception data is the goal, Bricolas recommends a 360 instrument: either the industry-leading Benchmarks suite from CCL, or a custom interview-based 360 designed for the leader's specific context.

CENTER FOR CREATIVE LEADERSHIP

CCL Benchmarks for Managers[Sample report](#) · \$\$\$\$ / participant

The industry-leading 360 from CCL. Custom-administered by Bricolas, with options for customization by leader level or full customization to client need. Well-validated items measure leadership competencies; includes access to Compass, CCL's interactive web tool.

USE CASES *Individual/team coaching, individual development.*

BRICOLAS (CUSTOM)

Interview-Based 360**Quote**

A custom-tailored 360 approach: interview conversations with key stakeholders and partners, then qualitative thematic analysis to surface themes specific to the leader and the system they're operating in. Useful when instrument-based 360s would miss context that matters.

USE CASES *Individual/team coaching, individual/team development.*

Not sure which assessment fits the situation? Send a note to hello@bricolas.com – we'll match the instrument to the question you're trying to answer.