



## FORMS and ASSESSMENT TOOLS

Below are various forms and assessment instruments frequently used by ISS. Once you have completed an Application Form and spoken to an ISS faculty, you may be directed to one or more of the instruments to complete. ISS will also provide you with the necessary Codes and Passwords. Brief summaries describe each instrument and are easily accessed by clicking on the instrument's name.

**Application form.** This is the first step in applying for any ISS services. As a PDF form you can either complete it and email it to Ms. Becker, or you may print it out and fax to ISS offices (619-421-0964).

**MBTI.** The Myers-Briggs Type Indicator Interpretive report (Myers & Myers, CPP) provides an in-depth and personalized description of your interpersonal style and preferences. A widely used instrument to support coaching and leadership development, this tool can provide invaluable information to enhance communication, team building, personal and professional relationships.

**EQ-360.** The BarOn EQ-360® and multi-rater-report covers several areas important in developing and using emotional intelligence as an essential leadership skill. The assessment involves the perspectives of several colleagues, co-workers, and patients in areas such as intrapersonal and interpersonal functioning, stress management, empathy, and adaptability.

**QLQ.** The Quality of Life Questionnaire (QLQ; Evans & Cope) measures five domains of quality of life: General Well-Being, Interpersonal Relations, Organizational Activity, Occupational Activity, and Leisure / Recreational Activity. Results highlight areas of the client's life that may require change to alleviate specific symptoms. Its efficient design makes the QLQ an ideal screening tool for employee assistance, wellness, stress, or any other program in which people desire change.

**PHQ-9.** Developed by Drs. Robert L. Spitzer, Janet B.W. Williams, Kurt Kroenke, and colleagues and copyrighted by Pfizer Inc (©1999), this is perhaps the most widely respected and used screening instrument for depression in the United States.



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**CPI-260.** The CPI-260 Coaching Report for Leaders (Manoogian, Gough, Devine, and Donnay) includes more than two dozen scales in five broad areas: dealing with others, self-management, motivations and thinking style, personal characteristics, and work-related characteristics. It offers practical, down-to-earth insights for the training and development of professionals in a range of business and organizational contexts. It will help you capitalize on your strengths, target areas for further development, set goals, and plan action steps.

**LPI.** The Leadership Practices Inventory (LPI; Kouzes & Posner) approaches leadership as a measurable and learnable set of behaviors. A multi-source feedback tool, the LPI helps individuals align actions with values, identifies ways to inspire others to perform optimally, assists in a search for innovation, supports building skills of collaboration, and points to development of stronger teams.

**P.U.L.S.E.** Physicians Universal Leadership Skills Education. The P.U.L.S.E. Assessment is based on 360° degree survey methods used in most fortune 500 corporations and now increasingly in medical schools, residencies, clinics and hospitals. You and your facility select participants to complete email surveys for your participation in a 'national physician leadership development program'.