The Consulting Skills Assessment

Change leaders and project managers in functional roles need feedback on unique competencies—influencing change, managing relationships and responsiveness, and masterful communication, to name a few. Yet individual contributors in key influence roles often get left out of 360° feedback processes because these assessments are designed to measure traditional management and leadership behaviors and skills. To fill this gap, we created CSA, the Consulting Skills Assessment.

The CSA is used to pinpoint strengths to leverage, and to identify barriers to success. As an organizational strategy during change, a feedback process can help establish goals and metrics for new desired behaviors from change leaders and influencers.

CSA is also a tool for implementation of the skills and practices highlighted in our very popular workshop, the Advanced Consulting Skills course. The CSA provides a focal point for establishing development goals and practicing new skills after the course, based on real feedback.

Facts You Need to Know

This multi-rater assessment surveys only the participant and the client/customer group, thus all feedback is confidential. The information is likely to be more candid than face-to-face feedback.

The data is just the beginning. Feedback is specific and targeted yet responses are perceptions, and those receiving the feedback interpret those perceptions in a variety of ways. It is recommended that participants test their interpretations by reviewing their feedback with select respondents to obtain additional insight. This process can be an important and enlightening step in development planning.

Optional Additions

- Our Advanced Consulting Skills course is matched with the CSA to build the skills that the assessment targets. See our site for more information.
- Customized group workshops, one-on-one review sessions, or executive coaching can be arranged.

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