

Sample Assessment

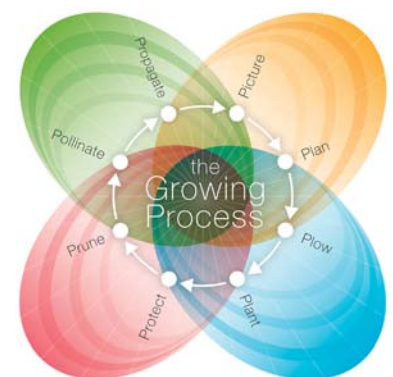
<p>STAGE 1 ENVISIONING CHANGE</p>	<h2>1. Picture</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am a visionary who can create long-term plans and big-picture ideas showing what the future can hold. I can cast powerful visions with a contagious attitude to which others feel drawn. I am idealistic, enthusiastic and determined.</p>	<h2>2. Plan</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am a cultivator of what can be. I have the ability to break down a vision into several smaller achievable steps. I can see the details and particulars necessary to bring a new idea into reality and can develop a plan to carry the idea through to completion.</p>
<p>STAGE 2 INITIATING CHANGE</p>	<h2>3. Plow</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am one who tends to focus on the preparatory work necessary to launch a plan. I can identify areas of strength in people, as well as areas of need, and provide training for new skills when required. I am a promoter of ideas; I ready the path for others to follow.</p>	<h2>4. Plant</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am an executor and implementer of the plan. I am focused on launching ideas and making the overall vision materialize. I like to put new ideas and programs into practice, as well as teach and develop new skills in people. I enjoy seeing new ideas become reality.</p>
<p>STAGE 3 MANAGING CHANGE</p>	<h2>5. Protect</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am a defender of people. I have the ability to identify sabotaging behaviors in the workplace and eliminate barriers that hinder growth. I tend to advocate for those whom I lead. I am optimistic, protective, nurturing and people-oriented. I focus on creating positive environments and appropriate boundaries for the benefit of all.</p>	<h2>6. Prune</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am an evaluator and refiner of process, procedure and people. I have the ability to fine-tune ideas and processes and help to sustain change by considering potential problems that may occur in the future. I tend to focus on the consequences of actions. I am able to suggest and identify ways the working environment and people can improve.</p>
<p>STAGE 4 ACTUALIZING CHANGE</p>	<h2>7. Pollinate</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am a people person who loves to network. I am relational and tend to focus on people rather than individual tasks. I value the exchange of ideas and enjoy working with others. I tend to involve as many people as possible in decisions. Social interaction with others is key to who I am.</p>	<h2>8. Propagate</h2> <p>NO 1 2 3 4 5 6 7 8 9 10 YES</p> <p>I am a results-oriented person who loves to see the fruit of my actions. I enjoy growing people, who will in turn help others grow. I am a trainer that thrives on motivating, encouraging and empowering those around me.</p>

Instructions

Rank each of the eight statements listed above by circling the appropriate number, with 1 indicating least likely and 10 representing most likely. This sample assessment is a general summary of the eight key profiling areas from The Amaryllis Way™.

Reflection Questions

1. The areas where you rank the highest represent your strengths, and the areas that you rank the lowest indicate your limitations. What areas do you rank the highest and lowest?
2. How can the information inform your role and function on a team?

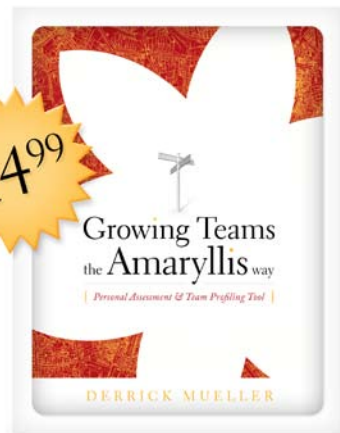


Growing Teams: The Amaryllis Way™

Personal Assessment & Team Profiling Tool

Your organization's quality is only as good as the effectiveness of your people and the teams in which they work. **Growing Teams: The Amaryllis Way™** is an interactive profiling/assessment tool and training event that seeks to unlock the secret potential in each person by profiling individual strengths and limitations. Strengthening teams is the quickest way to get sustained results.

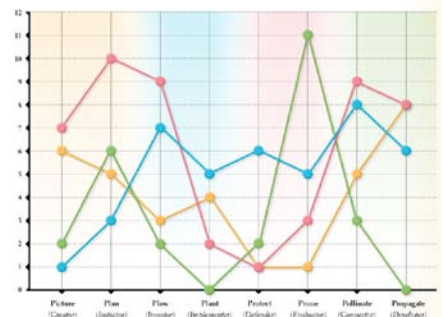
\$14⁹⁹



Quality teamwork is the cornerstone of success!

The Tool

The tool builds on concepts from the book "The Amaryllis Way™ - Growing Leaders Who Grow leaders" by Derrick Mueller. It utilizes thoughtful personality profiling to get to the heart of team issues and helps leaders understand individual work preferences.



The 30 page instrument contains:

- A summary of The Amaryllis Way™ leadership model
- A description of the four stages of team change
- A categorization of eight personality profiles
- An understanding of the elements needed for team growth
- An eight-section questionnaire with ninety-six questions
- A personal inventory analysis
- A team structure evaluation with team exercises & reflection questions

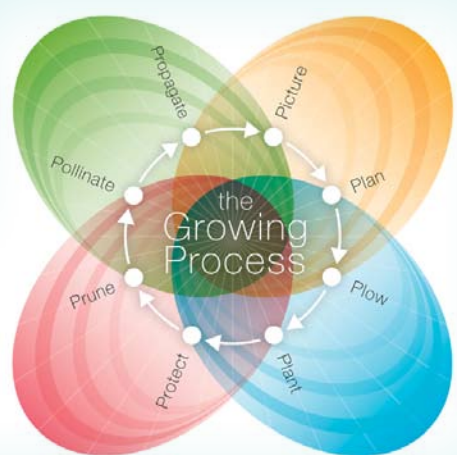
Team Profiling Benefits

Growing Teams utilizes thoughtful personality profiling to get to the heart of team issues and understand individual work preferences.

- It develops a powerful synergy between people
- It gives a clear picture of team members and their respective roles
- It analyzes team structure
- It opens channels of communication
- It helps overcome personalities clashes
- It identifies team DNA
- It builds results-oriented teams
- It clarifies team roles and responsibilities

Growing Teams: The Amaryllis Way™

Starting at \$139.00/person, you can have: inventory tool and coaching session for each team member, team profiling and assessment, analysis of team structure, interactive team workshop and motivational session. To order copies of the team tool *Growing Teams: The Amaryllis Way™*, *The Amaryllis Way™ - Growing Leaders Who Grow Leaders* or for more information on training events, contact Thisway Communications.



The Amaryllis Way™ Training System

Training that will transform and
revitalize your workplace!

thisway
communications

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Phone: 519.590.3263



Dr. Derrick Mueller

As President of Thisway Communications, Dr. Derrick Mueller is a leadership consultant, trainer, writer, and motivational speaker.

He is a trainer of trainers. Along with his doctorate degree, he has a masters degree in administration with a major in organizational leadership, and a bachelors degree with an emphasis in communication and counseling.

For the last twenty years he has been working with organizations who require a highly dynamic, public-oriented, team-oriented visionary leader.

He has provided leadership training for police forces, libraries, call centres, human resource professionals, retail and service agencies, accounting firms, churches, and more. His deep insight, as well as his creative and interactive style is sure to refresh, encourage, and equip any business or organization.

His accomplishments have included publications across Canada and the USA, being an executive coach, leadership consultant, trainer, TV and radio personality, and director of publishing. As a motivational speaker he has been called upon to address crowds of over 2,000 people. He offers a unique blend of humour, knowledge, and experience, packaged in a way that specifically reinforces the values and mission of any organization or business. As one organizer commented, "You do not know when listening to Derrick whether to laugh, cry, or take notes."

Learn more about the Amaryllis Way™ Training System

For a free consultation and more information on training events, contact Thisway Communications. We will work with you to select the most effective blend of services to accomplish your organizational goals.



Overview

The Amaryllis Way™ is based on developing the potential of your people and business in a way that empowers and increases effectiveness. The training system builds on four essential training components: **Leadership, Coaching, Strategy, and Team Development.**

Leadership

Team

TRAINING

Strategy

Coaching

The Amaryllis Way™ concepts can be applied in a variety of formats: Motivational addresses, conferences, team building, off site retreats, organizational assessment, leadership training and one-on-one coaching situations.

Visit www.amaryllisway.com to learn more.

Training, consulting & coaching that will take you in a new direction.

THISWAY communications

Using Derrick Mueller's Amaryllis Way™ training system, Thisway provides: ▲ Strategic Planning Facilitation ▲ Motivational/Keynote Speaking ▲ Management Training Organizational Consulting ▲ Executive Coaching ▲ Team Building & Profiling

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