

*Assessments are powerful tools to help people guide their professional and personal endeavors.*



***We are proud to be certified and approved to administer the following:***

- **Values Arrangement List (VAL)** is a comprehensive online survey and is a crucial first step in understanding your personal values and how they can be used to improve the quality of your decisions, build healthy relationships and direct effective career and life plans. Other values assessments simply ask you to rank order your values. This does not take into account the true complexity of values. The VAL overcomes this limitation. **\$89 per person**
  - **Values Arrangement List for Organizations (VALOR)** assesses Operational and Mission values. This instrument will enable you to develop a shared organizational values profile, specifying which Mission and Operational values are most important to your company. Explore your strategy, make better decisions, reduce intergroup conflict, and explore the formal, informal and technical maze within your organization's culture. (price is dependant on # of employees)
  - **Golden Personality Type Profiler** can help a person understand the basis for their decision-making and the way they relate to other people. Other assessments categorize a person into a single type. Critics have long contended that typeoriented approaches to personality are too simplistic and often inaccurate. **This tool overcomes those limitations with a report that measures 36 additional Facet Scales. \$129 per person NEW PRICE: \$97**
  - **Work Behavior Inventory (WBI)** is a highly valid and reliable instrument. The WBI Career Development Report includes both a profile report and narrative report, detailing potential assets and potential cautions to assist you in career assessment and development. It helps to focus an individual's leadership styles and can be used as a guide in career development. Covers: Work Styles, Emotional Intelligence (EI), Leadership Styles, Selling and Influencing Styles. **\$139 per person**
  - **InsightMirror 360° Leadership Assessment:** is based on eight leadership skill areas.  
(1) Communication Skills, (2) Decision Making, (3) Promotes Innovation And Change, (4) Working Relationships, (5) Leadership Skills, (6) Coaching Skills, (7) Utilizing One's Strengths, (8) Team Development.
- Within each of these leadership skill areas are at least two specific sub-skill areas. Skill Areas relating to the 64-question leadership instrument give leaders a full array of their strengths and weaknesses based on these eight powerful attributes demonstrated by outstanding leaders. **\$225 per person**
- **AAI 360° Assessment:** This assesses the competence of employees from the perspectives of individuals all around the individual. This includes the employees' own perception of his/her competencies, but also the perspectives of the boss, peers within the organization, subordinates, and, if appropriate, customers and other work colleagues. This information is reported in a way that maintains the confidentiality of information. **\$300 - \$350 per person**



More on these assessments & our other services can be found at: [www.bluerio.net](http://www.bluerio.net)



Prices include a debriefing/coaching session.  
Call 760.720.9567 or email [lacosta@bluerio.net](mailto:lacosta@bluerio.net)