

Government Assessments

	Organizational Survey System (OSS™)	Campbell™ Organizational Survey (COS™)	Campbell™ Leadership Index (CLI®)	Campbell-Hallam™ Team Leader Profile (TLP®)	Campbell-Hallam™ Team Development Survey (TDS™)	Cross-Cultural Adaptability Inventory (CCAI™)
Measurement Focus	Helps employers find out what their employees think about key organizational issues.	Helps collect and assess the attitudes and opinions of employees on important matters, such as communication, top leadership, diversity, and organizational planning.	Helps measure personal characteristics that are directly related to the nature and demands of leadership.	Helps leaders understand how their strengths and weaknesses affect their leadership role in a particular group. It creates a development plan for continuous growth and provides the opportunity to improve workgroup effectiveness.	Helps identify group's strengths and weaknesses.	Helps groups and individuals gain insight into their ability to adjust to a new culture and environment, as well as the potential stressors that lie ahead.
Experience Level	All Job Types (Multiple versions available for business and industry and healthcare)	Entry-level through management	Variety of occupations	All Job Types (Work group leaders and team leaders)	All Job Types (Teams & Work Groups)	All Job Types
Languages	<ul style="list-style-type: none"> ▪ English ▪ Spanish 	<ul style="list-style-type: none"> ▪ English ▪ Spanish ▪ French Canadian ▪ Mainland Mandarin ▪ Chinese ▪ Portuguese ▪ German ▪ Japanese 	<ul style="list-style-type: none"> ▪ English 	<ul style="list-style-type: none"> ▪ English 	<ul style="list-style-type: none"> ▪ English 	<ul style="list-style-type: none"> ▪ English
Scales	<u>Intrinsic Satisfaction</u> <ul style="list-style-type: none"> ▪ Organization Identification ▪ Job Satisfaction <u>Extrinsic Satisfaction</u> <ul style="list-style-type: none"> ▪ Material Rewards – Pay ▪ Material Rewards – Benefits <u>Social Satisfaction</u> <ul style="list-style-type: none"> ▪ Supervisory Leadership Practices ▪ Work Associates <u>Effectiveness Categories</u> <ul style="list-style-type: none"> ▪ Supervisory Administrative Practices ▪ Motivation to Perform 	<ul style="list-style-type: none"> ▪ Working Conditions ▪ Benefits ▪ The Work Itself ▪ Job Security ▪ Stress ▪ Promotions ▪ Co-Workers ▪ Feedback ▪ Diversity ▪ Planning ▪ Supervision ▪ Ethics ▪ Top Leadership ▪ Quality ▪ Pay ▪ Innovation 	<ul style="list-style-type: none"> ▪ Ambitious ▪ Daring ▪ Dynamic ▪ Enterprising ▪ Experienced ▪ Farsighted ▪ Original ▪ Persuasive ▪ Energy ▪ Credible ▪ Organized ▪ Productive ▪ Thrifty ▪ Affectionate ▪ Considerate ▪ Empowering 	<ul style="list-style-type: none"> ▪ Promoting Communication ▪ Focusing Energy ▪ Monitoring and Providing Resources ▪ Building Organizational Support ▪ Building and Utilizing Team Skills ▪ Building Commitment ▪ Coordinating Activities ▪ Managing Conflict ▪ Supporting Team Members ▪ Promoting Team 	<ul style="list-style-type: none"> ▪ Time and Staffing ▪ Information ▪ Material Resources ▪ Organizational Support Skills ▪ Commitment ▪ Skills ▪ Team Assessment ▪ Innovation ▪ Feedback ▪ Rewards ▪ Leadership ▪ Mission Clarity ▪ Team Coordination ▪ Team Unity ▪ Individual Goals 	<ul style="list-style-type: none"> ▪ Emotional Resilience (ER) ▪ Flexibility/Openness (FO) ▪ Perceptual Acuity (PAC) ▪ Personal Autonomy (PA)

Government Assessments

	Organizational Survey System (OSS™)	Campbell™ Organizational Survey (COS™)	Campbell™ Leadership Index (CLI®)	Campbell-Hallam™ Team Leader Profile (TLP®)	Campbell-Hallam™ Team Development Survey (TDS™)	Cross-Cultural Adaptability Inventory (CCAI™)
	<ul style="list-style-type: none"> ▪ Work Organization ▪ Work Efficiency ▪ Communication Effectiveness ▪ Performance and Personal Development ▪ Management Effectiveness ▪ Reactions to Survey 	<ul style="list-style-type: none"> ▪ General Contentment 	<ul style="list-style-type: none"> ▪ Entertaining ▪ Friendly ▪ Calm ▪ Flexible ▪ Optimistic ▪ Trusting <u>Procedural Checks</u> ▪ Response Percentage Check ▪ Consistency Check ▪ Omitted Items Check 	<ul style="list-style-type: none"> Learning ▪ Promoting Innovation ▪ Encouraging Feedback ▪ Rewarding Performance <u>Procedural Checks</u> ▪ Response Percentage Check ▪ Percent Consistency Check 	<ul style="list-style-type: none"> ▪ Empowerment ▪ Satisfaction ▪ Performance ▪ Overall Index <u>Procedural Checks</u> ▪ Response Percentage Check ▪ Omitted Item Check ▪ Consistency Check 	
Test Format	<ul style="list-style-type: none"> ▪ Likert Scale (Agree, Uncertain, Disagree) ▪ Approximately 100 items depending on the version ▪ 45 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Likert Scale (Strongly Disagree to Strongly Agree) ▪ 67 questions ▪ 30 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Likert Scale (Strongly Disagree to Strongly Agree) ▪ 100 questions ▪ 20 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Likert Scale (Strongly Disagree to Strongly Agree) ▪ 85 questions ▪ 20 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Likert Scale (Strongly Disagree to Strongly Agree) ▪ 72 questions ▪ 20 minutes to complete ▪ Untimed 	<ul style="list-style-type: none"> ▪ Likert Scale (Definitely True to Definitely Not True) ▪ 50 items ▪ 20 minutes to complete ▪ Untimed
Test Process	Paper/Pencil or online administration	Paper/Pencil and Online administration	Paper/Pencil and Online administration	Paper/Pencil or online administration (coming in next month or so)	Paper/Pencil Online administration (coming soon)	Paper/Pencil or computer administration - phone or computer scored