

Measuring 16 competencies critical for success as well as 5 potential career derailers, **Benchmarks® for Managers™** is a comprehensive 360-degree assessment that provides middle- to upper-level managers a solid evaluation of their leadership competencies. Thanks to the versatile power of **CCL Compass™** — a cutting-edge online tool that brings data to life — managers can identify personal areas that need strengthening and then instantly pursue effective strategies based on work experiences as well as confront possible career-stalling problems.

### The World's Most Widely Used Leadership Assessments

CCL pioneered the use of assessments and feedback in leadership development decades ago. Since then, millions of users from thousands of organizations have relied on CCL assessments to produce valid, reliable, and actionable results.

### Results

- Shows how others perceive strengths and development needs
- Helps individuals compare their results to other leaders
- Starts the process of feedback-based individual development
- Continues the development process with CCL Compass by setting goals and creating actionable plans

### How to Use Benchmarks for Managers

- For individual assessment, coaching, and planning
- In a workshop setting for groups
- As a cornerstone of a larger-scale leadership development program

### What Benchmarks for Managers Measures

Benchmarks for Managers measures the 16 competencies and 5 derailment factors, containing a total of 130 items.

Leading The Organization	Leading Others	Leading Yourself	Problems That Stall a Career
<ul style="list-style-type: none"> <li>• Strategic perspective</li> <li>• Being a quick study</li> <li>• Decisiveness</li> <li>• Change management</li> </ul>	<ul style="list-style-type: none"> <li>• Leading employees</li> <li>• Confronting problem employees</li> <li>• Participative management</li> <li>• Building collaborative relationships</li> <li>• Compassion and sensitivity</li> <li>• Putting people at ease</li> <li>• Respect for differences</li> </ul>	<ul style="list-style-type: none"> <li>• Taking initiative</li> <li>• Composure</li> <li>• Balance between personal and work life</li> <li>• Self-awareness</li> <li>• Career management</li> </ul>	<ul style="list-style-type: none"> <li>• Problems with interpersonal relationships</li> <li>• Difficulty building and leading a team</li> <li>• Difficulty changing or adapting</li> <li>• Failure to meet business objectives</li> <li>• Too narrow a functional orientation</li> </ul>