



## Insights and Assessments

Coaching engagements often incorporate multiple sources of insight to help leaders better understand how their leadership style is experienced and where opportunities for growth may exist. Depending on the goals of the engagement, this may include tools such as:

### 360-degree feedback

Confidential feedback from colleagues, direct reports, and senior leaders that provides insight into how a leader's behaviors, communication style, and leadership impact are experienced across the organization.

### Leadership assessments

Research-based leadership assessments (such as Hogan or the **Leadership Effectiveness Analysis**) that provide insight into leadership tendencies, decision-making styles, strategic orientation, and potential development areas that influence how leaders approach their roles and responsibilities.

### Global leadership capability assessments

In global or multicultural leadership contexts, coaching may incorporate the **Global Competence Aptitude Assessment (GCAA)**, which evaluates a leader's ability to work effectively across cultures by measuring capabilities such as cultural self-awareness, perspective-taking, cultural knowledge, and adaptability.

These insights help leaders deepen self-awareness, strengthen leadership effectiveness, and adapt their approach in ways that support success within their organizational and cultural environment.