



## DIMENSIONAL<sup>®</sup> MANAGEMENT MATRIX

*Psychological Associates' exclusive skill-building tool that identifies an executive's leadership tendencies and provides specific insights and strategies to help the executive lead more effectively and achieve greater results when working with others.*

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### NUTSHELL

A true leader inspires commitment and gets results by earning the trust of others. This requires keen insight into the behavior and motivation of those being led, as well as the ability to know oneself. The DIMENSIONAL MANAGEMENT MATRIX has been designed to provide an honest, objective appraisal of an executive's leadership style and to demonstrate how leadership behavior can be skillfully adjusted to produce a positive impact on others.

### BENEFITS & OUTCOMES

The DIMENSIONAL MANAGEMENT MATRIX:

- Identifies the leadership style most often practiced by the executive
- Offers guidance that is tailored to the executive's behavior and is applicable to a variety of job-related situations
- Enables the executive to improve collaboration and achieve better outcomes.

### HOW IT WORKS

This leadership development process begins when the executive completes a self-assessment of his/her leadership style. Responses are evaluated by Ph.D. consultants, using the Dimensional<sup>®</sup> Model of Behavior<sup>™</sup> to organize work-related behavior into four basic patterns. The executive receives a report that plots his/her behavioral tendencies on the Model, then provides a list of strategies the executive can use to gain greater cooperation and support and to maximize results when working with direct reports, peers, or boss.

