# Eckerd College Leadership Development Institute

LEARN. LEVERAGE. LEAD.

A Network Associate of the Center for Creative Leadership

The **Leadership Development Institute (LDI) at Eckerd College** has developed two online assessments—the Conflict Dynamics Profile® (CDP) and Entrepreneurial Mindset Profile® (EMP)—which are used globally in leadership training, conflict management and education. Certification is available for coaches, consultants and educators who wish to use the assessments with others.

## Conflict Dynamics Profile (CDP)

**Did you know...**
More than 125,000 CDPs have been adminstered!

CDP CONFLICT DYNAMICS PROFILE®
EXPLORE. EQUIP. RESOLVE.

**15** Behavior Scales

The assessment takes **less than 20 minutes to complete.**

Feedback Report & Development Guide

**9** Hot Buttons

***One-on-One with Certified Practitioner*** to Review Participant Results

### Uses of the CDP

Since the topic of conflict is so universal, there are numerous ways to use the CDP. The CDP is unlike any other assessment tool in that it focuses specifically on conflict *behaviors*, rather than styles. It helps individuals and teams understand how they respond to conflict, what triggers can escalate conflict, and how to manage conflict more effectively. From leadership development training with individuals and teams to coaching settings with high-potential managers, the CDP can identify both strengths as well as problem areas.

### CDP Behavioral Scales

**CONSTRUCTIVE**

- Perspective Taking
- Creating Solutions
- Expressing Emotions
- Reaching Out
- Reflective Thinking
- Delay Responding
- Adapting

**DESTRUCTIVE**

- Winning at All Costs
- Displaying Anger
- Demeaning Others
- Retaliating
- Avoiding
- Yielding
- Hiding Emotions
- Self Criticizing

**HOT BUTTONS**

- Unreliable
- Overly Analytical
- Unappreciative
- Aloof
- Micro-managing
- Self-Centered
- Abrasive
- Untrustworthy
- Hostile

# Entrepreneurial Mindset Profile (EMP)

**Did you know...**

There are more than 740 EMP Practitioners in 41 countries!

ENTREPRENEURIAL MINDSET PROFILE®
INSPIRE ACTIVATE UNLEASH

## 14 SCALES

are used to measure the degree to which individuals and teams are using an entrepreneurial mindset.

**Feedback Report** & **Development Guide**

The assessment takes around **15-20 minutes** to complete.

*Additionally*, individuals receive a **debrief video** to help interpret their results.

## What are the Benefits to Using the EMP?

- Helps organizations understand why the entrepreneurial mindset is crucial for driving growth and innovation
- Allows individuals and teams to leverage their entrepreneurial strengths and target areas for development
- Provides a dataset that can be used for benchmarking effectiveness, curriculum building and research

| EMP SCALES | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| PERSONALITY | Independence | Preference for Limited Structure | Nonconformity | Risk Acceptance | Action Orientation | Passion | Need to Achieve |
| SKILLS | Future Focus | Idea Generation | Execution | Self-Confidence | Optimism | Persistence | Interpersonal Sensitivity |

The CDP and EMP were developed by the Leadership Development Institute (LDI) at Eckerd College, a Network Associate of the Center for Creative Leadership (CCL).*

*For more information on the CDP, contact mti@eckerd.edu or 888-359-9906, and for the EMP, contact emindsetprofile@eckerd.edu or 855-602-7765.